

CAREGIVER LEAVE POLICY

Effective June 13, 2017, full-time and part-time regular employees are eligible for up to 6 weeks of paid caregiver leave during a rolling 12-month period to:

1. Care for a child, parent, sibling, spouse/domestic partner, grandparent, or in-law (including the parents of a domestic partner) with a serious health condition, as defined in the Company's Family and Medical Leave Act ("FMLA") and California Family Rights Act ("CFRA") policies and under relevant law.
2. Care for a child, parent, sibling, spouse/domestic partner, grandparent, or in-law (including the parents of a domestic partner) who is a covered service member with a serious illness or injury, as defined in the Company's Covered Service Member Leave Entitlement Policy and under relevant law.
3. To attend to any qualifying exigency, as defined in the Company's FMLA policy, arising out of the fact that the employee's spouse, domestic partner, child, or parent is on active duty (or has been notified of an impending call or order to active duty) in the armed forces of the United States.

Caregiver Leave will be paid at employees' base salary. For part-time regular employees, their level of compensation during the paid leave period will be based on their average compensation in the three months prior to their first use of caregiver leave.

For the purposes of this policy, the 12-month period will be measured on a rolling basis, i.e., looking back 12 months from the date the employee starts caregiver leave. Caregiver leave may be taken consecutively or intermittently and will run concurrently with leave taken pursuant to the FMLA, the CFRA, the California Pregnancy Disability Law or any other applicable statute.

In New York, Caregiver Leave will run concurrently with leave under the New York Paid Family Leave Law ("NYPFL"), provided however, that New York employees eligible for benefits under the NYPFL may choose whether to use the 6 weeks of paid Caregiver Leave provided for by this policy and receive their full salary, or to not charge leave time against their paid Caregiver Leave entitlement, and instead receive benefits under NYPFL. Stacking NYPFL and Caregiver Leave under this policy is not permitted. If the employee chooses to receive benefits under the NYPFL instead of receiving Caregiver Leave at full pay under this policy, the employee may not subsequently receive Caregiver Leave under this policy until 10 months after the last day of NYPFL leave taken.

To receive caregiver leave, employees must give written notice of their need for caregiver leave and provide a medical certification completed by an authorized health care provider in the same manner set forth in the Company's FMLA/CFRA/NYPFL policy.

Any unused caregiver leave will be forfeited upon an employee's separation from AMC Networks.

For further information about the Company's Caregiver Leave Policy, including its coordination with the Company's other leave policies and benefits, please refer to the Employee Handbook and/or contact Gina Florio, Director of Benefits, at (212)324-8774