



KKMI POLICY VISITING PETS ON THE PREMISES

At KKMI we hold the view that we should support being a pet-friendly workplace, provided everyone obeys the policies noted as follows. We also understand that owning a pet comes with legal responsibility and following certain rules, such as;

- Pet owners are 100% responsible, 100% of the time for the pet's behavior and wellbeing. This includes biological needs, such as scooping, bagging and cleaning as needed.
- All pets must be kept on a leash at all times.
- Pet owners must have a homeowner/renter's insurance policy that insures your breed of pet and does NOT EXCLUDE dog bites. This insurance is to protect you as well as KKMI.
- Pets must be at least 12 months old, with current vaccinations including DDTP and Rabies, (CA Health and Safety code: 121575-121710) be parasite-free (fleas, ticks, etc) and spayed or neutered.
- Pets must be well trained and obedient and not exhibit aggressive, noisy or disruptive behavior.
- Any pet that shows aggressive, noisy or disruptive behavior shall not be allowed to return to the facility. (In accordance with CA Health and Safety code 121685)
- Pets must be kept clear of operating machinery and moving vehicles.
- Official service animals are not subject to the above policy. KKMI complies with all regulations regarding service animals.

NOTE: To maintain a safe, healthy and productive work environment, KKMI management reserves the right to not allow a specific pet for any reason, at any time, and may modify this policy at any time without notice.