

The Education Team, Inc. Revised Vacation/Holiday Policy.
Effective August 1, 2008

The following changes are effective for all of the employees with a hiring date of August 1, 2008 or later.

Vacation

With the approval of their supervisors, employees may begin to use their accrued vacation time after completing **12 consecutive months** of service to THE EDUCATION TEAM, Inc.

Employees who terminate with less than 1 year of service are not eligible to be paid for accrued vacation.

Holidays

Employees must have completed **6 consecutive months** of service to THE EDUCATION TEAM, Inc., and must have worked the last scheduled workday preceding and first scheduled day following the holiday.