

Section 15 - KENTUCKY ADDENDUM

15-1. Adoption Leave

Subject to limited exceptions and consistent with Kentucky law, Employees are entitled to an unpaid leave of absence of up to six (6) weeks for the purposes of adopting a child under the age of ten. Advance written notice is required. Innowave Marketing Group may require verification of adoption. Leave runs concurrently with any other leave provided by Innowave Marketing Group.

Employees may use accrued time off for this purpose.