

Section 26 - NORTH CAROLINA ADDENDUM

26-1. School Attendance Leave

Innowave Marketing Group will grant employees who are parents or guardians of school-age children up to four (4) hours of unpaid leave during any 12-month period to participate in activities at their children's school. Forty-eight hours' written advance notice is required. The leave shall occur at a time mutually agreed upon by the employee and Innowave Marketing Group. Innowave Marketing Group may require verification of the employee's participation in the school activities. Employees must first use accrued paid time off for this purpose.