

Sick Leave Incentive Program
Calendar Year 2009

Employees who have a sick leave balance of at least 120 (one hundred twenty) hours as of the last day of the last pay period of calendar year 2009 are eligible to participate in the sick leave incentive program.

After the conclusion of calendar year 2009, eligible employees may make a one-time election to convert 24 hours of sick leave to their accrued, unused vacation leave balance.