

Paid Leave Comparison

	<u>Years of Service</u>				
	<u>1</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>25</u>
Paid Vacation					
Memphis	10	10	15	20	25
Shelby County	10	10	15	20	25
First Horizon	10	15	15	20	20
Sick Leave					
Memphis	12	18	24	30	30
Shelby County (1)	12	12	12	18	18
First Horizon	5	7	7	7	7
Bonus Days					
Memphis	4	4	4	4	4
Shelby County (2)	4	4	4	4	4
First Horizon	0.5	0.5	0.5	0.5	0.5
Holidays					
Memphis	13	13	13	13	13
Shelby County	11	11	11	11	11
First Horizon	10	10	10	10	10
Total					
Memphis	39	45	56	67	72
Shelby County	37	37	42	53	58
First Horizon	25	32	32	37	37

(1) Employees hired after February 22, 1993. Employees hired prior to then earned comparable to Memphis.

(2) Earned only if sick leave not used during each quarter or if sick leave is under FLMA.