III. Vacation Earnings Balance Limit

Vacation may accrue and carry into a second year not to exceed eighteen (18) months of accruals. Vacation days will not continue to accumulate once the maximum accumulation has been earned.

IV. Vacation Payout

Employees with one year or more of service will receive their unused accrued vacation upon the next established pay date after the date of the employee's last regular earnings paycheck.

Approved: Vonet Tan \mathbf{C}^{i} i ni e Date: Tinina