

### **Taboola India Leave & Benefits**

Updated as of June 2019

Applicable only to India Office

Categories	Description	Remarks (if any)
Vacation/Privilege Leave	Up to 18 (eighteen) days. If an employee has been in employment of 20 (twenty) days, then the employee shall be entitled to 1 (one) day's earned leave for every such 20 (twenty) days.	The privilege leave shall be accumulated / carried forward as per applicable laws; Annual leave may be carried over however no more than 30 days can be carried over to the next year. This can be encashed at the point of exit if unused.
Casual Leave	Casual leaves for a total period of up to 7 (seven) days in a year.	Cannot be carried forward, lapse at end of year
Sick Leave	Sickness leaves for a total period of up to 7 (seven) days in a year.	Cannot be carried forward, lapse at end of year
Maternity Leave	<p>Entitled to maternity leave of 26 weeks, of which not more than 8 weeks should precede the Employee's expected date of delivery, provided the Employee has less than two surviving children. If the Employee has two or more surviving children, the maximum period for which the Employee is entitled to maternity leave is 12 weeks, of which not more than 6 weeks should precede the Employee's expected date of delivery.</p> <ul style="list-style-type: none"> <li>A female Employee who legally adopts a child who is less than 3</li> </ul>	Employees who have worked with the Company for a period of not less than 80 days in the 12 months immediately preceding the date of expected delivery are eligible for this benefit.

	<p>months old is entitled to paid adoption leave of 12 weeks from the date when the child is handed over.</p> <ul style="list-style-type: none"> <li>Employees are entitled to six weeks' paid leave in the event of miscarriage or medical termination of pregnancy</li> </ul>	
Paternity Leave	5 working days from day of delivery	
Wedding Leave	2 working days wedding leave + USD \$200 in payroll	
Compassionate/Bereavement Leave	7 consecutive days off for first relation (parent, spouse, sibling, child).	
Medical Coverage	Work in Progress.	More information to be disclosed in Jul/Aug

*Disclaimer: The above terms might be subjected to changes in accordance to statutory law, company policies and the employment terms agreed and signed between the company and employee.*