

MOZILLA CORPORATION NEW ZEALAND PLAN HIGHLIGHTS

Mozilla Corporation Canada intends to provide the following employee benefit program at no cost to you. Note some coverage may be subject to medical underwriting and insurance carrier approval.

Personal Accident Benefit	Accidental Death Benefit 2 X annual salary					
	Dismemberment Benefit -					
	Definition	Benefit - 2 x Basic Annual Salary				
	Complete deafness of both ears, of traumatic origin	100%				
*	Removal of the lower jaw	100%				
	Loss of speech	100%				
	Loss of one arm and one leg	100%				
	Loss of one arm and one foot	100%				
	Loss of one hand and one foot	100%				
	Loss of one hand and one leg	100%				
	Loss of both legs	100%				
	Loss of both feet	100%				
	Permanent Partial Dismemberment (Accidental only)	Based on Continental Scale				
	Disability Benefit (Accidental only) Permanent Total Disability by own occupation					
			Deferment Period	12 months		
	, .e	Benefit	2 x Basic Annual Salary			
Vacation/Annual Leave:	4 weeks after the first year of employment					
	 The leave can be taken at any time; employees are encouraged to take at least 2 of the weeks in a continuous period if they wish to do so. Employees can ask to take paid annual holidays in advance of becoming entitled to them – either because they have not completed 12 months of service, or because they have used all of 					
						rcumstances, approval is at the
Sick Leave:	5 days of paid sick leave per year via salary continuation after the first 6 months of service with Mozilla. Sick leave can be used to care for a dependent.					
	 Any period of sick leave which remains untaken in any one year will accrue into subsequent years, provided that you may not accumulate more than 20 days sick leave in any one year 					
					Accumulated sick leave cann	ot be exchanged for cash.
				Marriage Leave:	Nil. It is uncommon to provide.	



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Parental Leave	 Parental leave is available under the following circumstances: When a female employee is having a baby When the spouse/partner of an employee is having a baby In the event of adoption of a child 6 years of age; the 2 spouses/partners decide which of them is primarily eligible for parental leave When an employee assumes the care of a child he/she intends to adopt alone 	
Unpaid Maternity Leave: Statutory	 14 continuous weeks that may start up to 6 weeks prior to birth or adoption. Special leave: up to 10 days can be taken by a mother before maternity leave for reasons connected with pregnancy This leave is paid by social security. Female employees with at least 6 months of service and either parent with at least 6 months of service are entitled to leave payments. The employee must apply for parental leave from Mozilla and to Inland Revenue for the payments. 	
Unpaid Parental Leave:	 Partner's paternity leave: 1 week with 6 months of service; 2 weeks with 12 or more months of service. The leave can be taken 21 days before the expected delivery date or date care of a child is assumed (adoption) and 21 days after the actual date. In certain circumstances, this leave may be extended. Upon agreement with Mozilla, the leave can be taken at any other time. Extended leave of up to 52 weeks: available to employees with at least 12 months of service. The leave can be up to 52 continuous weeks less any maternity leave taken. The leave is available for up to 12 months after birth or the date the employee assumes care of a child in the event of adoption. The leave can be shared by both parents. The leave can start at any time after the end of maternity or partner's paternity leave. The 52 week total includes maternity leave and paid parental leave. 	
Compassionate Leave / Bereavement:	3 days paid leave for demise of spouse, parents, parents-in-laws, children, siblings. All other relationships – 1 day paid leave	

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Public Holidays:		In addition to the paid public holidays shown below, Provincial Anniversary Days are observed in each province.	
	New Year's Day	January 1	
	Day after New Year's Day	January 2	
	Waitangi Day	February 6	
n À	Good Friday	Date varies	
	Easter Monday	Date varies	
	ANZAC Day	April 25	
	Queen's Birthday	1st Monday in June	
	Labour Day	4th Monday in October	
	Christmas Day	December 25	
	Boxing Day	December 26	
		ear's and January 2nd fall on a falls on a g Monday is usually a public holiday. All kend cannot be recuperated.	

Mozilla reserves the right, in its sole discretion, to terminate, withdraw, replace, amend, change or alter from time to time any benefit plan or program that it provides, or may provide in the future, to employees. Furthermore, subject to applicable laws, Mozilla shall not at any time be required to compensate any employee for any loss resulting from the termination, withdrawal, replacement, amendment, change or alteration of any benefit plan or program it offers."

This document is provided only as summary of your leaves and benefits; if you have specific questions, please contact the H/R Department.