

## Mexico

### Fixed Term Contracts

Fixed term contracts are allowed for temporary or seasonal work. Training contracts are permitted for up to 3 months.

### Probationary Periods

Employment relationships for an indefinite term or any other term (except for initial training) exceeding 180 days can be subject to a probation period which, generally, should not exceed 30 days. However, a probation period of up to 180 days can be agreed upon for the same three scenarios described above (managerial/direction positions, administrative/direction positions of a general nature, or specialized technical or professional activities).

### Holidays

Mexico currently recognizes 7 paid public holidays. Workers who work on a holiday are entitled to double-pay.

### Vacation

After one year of service, Workers are entitled to paid vacation as follows:

After 1 year:	12 days
After 2 years:	14 days
After 3 years:	16 days
After 4 years:	18 days
After 5 years:	20 days

From the sixth (6) year on, the vacation entitlement will increase by two days every five years. In addition to regular salary and benefits, Workers are entitled to a vacation premium during the vacation period equal to 25% of the Worker's base salary.

### Sick Leave

Workers are entitled to 52 weeks of paid sick leave when certified by the Instituto Mexicano del Seguro Social ("IMSS"). During that period, employers are only liable for the retirement portion of social security contributions. If the Worker remains incapacitated at the end of that period, the contributions cease and the employment relationship terminates.

### Working Hours

Normal working hours are 8 hours per day, 6 days per week, Monday - Saturday.

### Overtime

Workers are entitled to 200% of their ordinary rate for overtime worked over 3 hours per day not exceeding 9 hours per week. After 9 hours of overtime, Workers are entitled to 300% of their ordinary rate.

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### Mandatory Bonuses

At the end of the year, each December, Workers will receive a payment equal to 15 days of their normal wage as a Christmas bonus.

### Termination

However, just cause is required and must be communicated to the Worker and/or the Labour Board or the termination will be deemed unjustified. A Worker terminated without just cause may be entitled to reinstatement or severance. The parties may terminate the employment contract by mutual agreement, generally with some form of compensation to the Worker.