

E 240 - LAYOFF

Bryant Group, Inc. will make reasonable efforts to schedule work so as to avoid the needs for layoffs. However, failure of clients to start projects, extended bad weather, a decrease in sales or poor economic conditions or other reasons occasionally leads to the need for an employee layoff.

Because it is the intent of Bryant Group, Inc. to regain the services of a laid off employee, the following conditions will apply:

Layoff shall be accomplished on a basis of individual merit and value to the company.

Seniority will accrue during a temporary (90 days or less) layoff.

Laid off employee will receive a COBRA continuation for benefit continuation.

A return-to-work date will be given if possible.

A laid off employee's eligibility for company benefits will resume immediately after he/she is called back to work.