

POPE SECURITY & INVESTIGATIONS, LLC-PSI

6949 Stage Rd, Suite 102

Memphis, TN 38133

TITLE	:	Human Resources Policy
POLICY NUMBER	:	011
ISSUE DATE	:	12/01/11
AREA OF CONTROL	:	Security Officers.

I. EMPLOYMENT INFORMATION

1. Employment at Will

Your employment with PSI is at-will. This means that neither you nor PSI has entered into a contract regarding the duration of your employment. You are free to terminate your employment with PSI at any time, with or without reason. Likewise, PSI has the right to terminate your employment or otherwise discipline, transfer, or demote you at any time, with or without reason, at the discretion of PSI.

2. Termination of Employment

PSI will consider you to have voluntarily terminated your employment if you do any of the following:

- Resign from PSI,
- Fail to return from an approved leave of absence on the date specified by PSI, or
- Fail to report to work or call in for two or more consecutive workdays.

You may be terminated for poor performance, misconduct, excessive absences, tardiness, discrimination, harassment, or other violations of PSI policies. However, your employment is at-will; you and PSI have the right to terminate your employment for any or no reason.