

GEORGIA ADDENDUM

The following policies supplement the policies contained in BRP Handbook and are specific to the state of Georgia. Where this Addendum and the Colleague Handbook conflict, this Addendum states the BRP's policies.

AT-WILL EMPLOYMENT

All employment with the BRP is on an employment-at-will basis, meaning that a Colleague's employment can be terminated by BRP or the colleague at any time and for any reason, with or without advance notice. This at will status cannot be changed by any oral statement or agreement, but only by a legally binding written contract governing employment status.

JURY DUTY

Colleagues who have been called for jury duty will be paid their full compensation, less any fees received for jury duty, for the time they serve. If work time remains after any day of jury selection or jury duty, you are expected to return to work for the remainder of your work schedule. BRP will not discharge, discipline, or otherwise penalize colleagues who are absent from work to attend jury duty.

VOTING LEAVE

Colleagues who do not have sufficient time outside of their regular working hours to vote in a statewide or local election may request up to two hours off work in order to vote.

FIREARMS IN BRP PARKING LOTS

Except as described herein, BRP bans firearms or any other dangerous weapons on BRP premises at any time. Colleagues who possess a Georgia weapons carry license may keep legally owned firearms or ammunition in their privately owned vehicle in a BRP parking lot if the firearms or ammunition are locked out of sight in the trunk, glove box, or other enclosed compartment. This exception does not apply to BRP-owned or leased vehicles.

LACTATION BREAKS

BRP provides paid lactation breaks of a reasonable duration. BRP also provides a private location, other than a restroom, for colleagues to express breast milk at work. Colleagues who need to request either (1) a break; or (2) a location in which to express breast milk should contact their designated HR Partner for assistance.