	HUMAN RESOURCES POLICIES AND PROCEDURES	
	SUBJECT: REHIRE	EFFECTIVE DATE: July 1, 2024
		REVISION DATE: N/A
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THIS POLICY IS A NEW POLICY AND COMPLETELY REPLACES ANY FORMER POLICY PROVISIONS REGARDING REHIRE.		

I. SUMMARY

This policy describes the criteria for rehiring former associates within Perdue.

II. POLICY

Perdue's rehire policy defines the standards and expectations for associates who leave the Company and establishes rehire eligibility and ineligibility criteria for future employment.


III. REHIRE ELIGIBILITY CRITERIA

- A. Voluntary Resignation WITH NOTICE – associates who provide reasonable notice of a voluntary resignation are eligible to be considered for rehire 6 months after separation.
- B. Voluntarily Resignation WITHOUT NOTICE – associates who fail to provide reasonable notice of resignation are eligible to be considered for rehire 24 months after separation.
- C. Involuntary Terminations – associates who are involuntarily terminated by the Company are eligible to be considered for rehire 12 months after separation.

IV. REHIRE INELIGIBILITY CRITERIA

- A. Involuntary Termination FOR CAUSE – associates who are involuntarily terminated by the Company for cause, which for purposes of this policy is defined as a violation of a work rule or policy, including but not limited to the Discipline Policy, No. 109, or violation of Safety Disciplinary Guidelines, are not eligible for rehire with the Company at any location. Associates who are involuntarily terminated for cause will have facility access revoked and therefore, are not permitted onsite at any location as a guest, worker of a contractor, or in any other capacity following separation.

Approved by: 	Date: 7/1/24
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- B. Associates with more than three (3) total voluntary resignations (with or without notice) and/or involuntary terminations, are not eligible for rehire at any Perdue location.


V. SPECIAL CONSIDERATIONS

- A. **Work Authorization:** If an associate resigns with notice due to expiration of work authorization, the associate can be reinstated if work authorization is obtained within 30 days. If work authorization is obtained after 30 days, the associate will be eligible for consideration for immediate rehire but will not retain their previous service date.
- B. **Disability:** An associate who voluntarily resigns or who is involuntarily terminated due to a physical or mental impairment that causes the associate to be unable to perform the job tasks assigned, with or without accommodation, is eligible for consideration for immediate rehire.
- C. Associates rehired after 30 days, will not maintain their previous service date.
- D. Eligibility for consideration for rehire does not establish an entitlement to reemployment. Candidate selection is at the sole discretion of the Company, which reserves the right to make hiring decisions based on legitimate business reasons.
- E. Perdue provides equal employment opportunity regardless of race, color, religion, national origin, disability, gender, gender identity, sexual orientation, disability, pregnancy, or any other characteristic protected by law.
- F. Requests for exception to the rehire criteria will be evaluated individually and must be approved by the Human Resource Director.

VI. REFERENCE CHECKS

Reference checks may be conducted after securing the applicant's permission and prior to extending an offer of employment. Background investigations may be conducted post offer in accordance with the Background Screening Policy, No. 505.

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VII. PRE-EMPLOYMENT DRUG SCREENING

Individuals rehired may be asked to complete a drug screening prior to starting employment, to the extent permitted and in accordance with applicable law. If requested, pre-employment drug screening will take place after the offer of employment has been extended and accepted.

VIII. PROBATION PERIOD OF EMPLOYMENT

A 60-day probationary period applies for rehired non-exempt associates in benefit groups 2, 3, and 4. Non-exempt associates must complete this probationary period to be eligible for holiday pay and bereavement pay, unless otherwise required by applicable law. The probationary period may be extended, as determined in the company's sole discretion. Completion of the probationary period does not alter the at-will nature of employment.

IX. RESPONSIBILITY

The Vice President of Human Resources retains the authority and responsibility for this Policy. Questions concerning the meaning or interpretation of this Policy should be referred to the appropriate Director of Human Resources. Any circumstances that require a waiver from the Policy must be coordinated through the Vice President or appropriate Director of Human Resources.

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