

QUINN FUNERAL HOMES AT-WILL EMPLOYMENT POLICY

The Company's policy is that employment is "at-will". You are free to leave the Company at any time, with or without a reason and with or without notice. The Company also has the right to end your employment at any time, with or without reason and with or without notice.

Although the Company may choose to end your employment for a cause, cause is not required. Further, the Company has the right to manage its workforce and direct its employees. This includes the right to hire, transfer, promote, demote, reclassify, layoff, terminate, or change any term or condition of employment at any time, with or without reason and with or without notice unless otherwise required by law.

The Company also reserves the right to change an employee's hours, wages, and working conditions at any time. Nothing in the Employee Handbook shall limit the right to terminate at-will employment. No manager, supervisor, or employee of the Company has any authority to enter into an agreement for employment for any specified period of time (employment contract).

Only the President and Secretary of the Company have the authority to make any such written employment agreement and any such agreement is binding only if it is in writing. Nothing in the Employee Handbook, or in any other personnel document, including benefit plan descriptions, creates or is intended to create a promise or representation, express or implied, of continued employment for any employee.