



# Monarchs Reductions In Force

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Under some circumstances, Monarchs may need to restructure or reduce its workforce. If restructuring our operations or reducing the number of employees becomes necessary, Monarchs will attempt to provide advance notice, if possible, to help prepare affected individuals. If possible, employees subject to layoff will be informed of the nature of the layoff and the foreseeable duration of the layoff, whether short-term or indefinite.

In determining which employees will be subject to layoff, Monarchs will take into account, among other things, operation and requirements, the skill, productivity, ability, and past performance of those involved.