



## **Frequently Asked Questions:**

**Who do I work for?** All employees will remain employees of Empress.

**Will the company re-locate?** There are no plans to change the address of any business location.

**How secure is my future?** Because of this partnership, the company is now positioned stronger than ever to execute on growth plans that would otherwise not be possible.

**Will my role and responsibilities change?** Your role and responsibilities are the same today as they were yesterday.

**Will my pay change (base compensation, overtime, etc.)?** No, There are no plans to change pay structure from anything than what you are paid today or according to the current CBA

**How will I get paid?** All your payroll information will remain intact with no changes.

**What will happen to my benefits?** All health plans will remain in place through the remaining plan year. In, June 2019, we will go through our normal annual open enrollment where benefit selections can be made.

**What about my PTO accrual and balance?** Your PTO balance and accrual will remain in place just as our current policy.

### **Will there be management team changes?**

No, all local management will remain in place.

### **Will I report to a new manager or department?**

No, all senior & middle leadership will remain in place. There are no changes to your organizational reporting structure.

### **How will this partnership impact the communities and organizations we serve?**

This transaction will be seamless to our customers but will position Empress to expand and improve our services to these groups over time.

### **Will any policies and procedures be changing?**

Current policies and procedures will remain in place. As opportunities present themselves, there may be forthcoming policies and procedures that will be implemented to better support our growing company.

### **Why does a company want to partner with us?**

Because of Y-O-U. We have a great team of hard-working contributors that give their all each and every day in the respective roles of expertise. Because of you, our investing partners will be able to proceed with the next chapter of developing our great potential in our organization to grow into a prominent player in the industry.

In addition to the employee FAQ above, employees can also submit their questions to the following email address: [questions@empressems.com](mailto:questions@empressems.com)