

Employee FAQs

Do I still have a job? Will there be layoffs?

Employees and contractors alike should continue reporting to work as scheduled and performing their jobs safely and in full compliance with all regulations, policies, and procedures. The best thing we all can do is to remain focused on our business objectives while we work through this process. We anticipate normal operations with Richardson and Lake Highlands as before. Going forward, we will continue to evaluate staffing and compensation as we would before this, based on the needs of the business.

How will my job change, if at all, as a result of the Sub-Chapter V filing?

You should not expect to see any change in your day-to-day roles and responsibilities, and you should remain focused on delivering for our customers. We will continue to uphold our commitments to customers, employees, suppliers, and other stakeholders during the process and beyond.

Will there be any changes to wages, salary, or health benefits?

No, we have filed a motion with the Court that will allow us to continue all wage, salary, and health benefit programs in the ordinary course. This is a normal part of the Sub-Chapter V process, and we expect it will be approved in the first days of our case. Going forward, we will continue to evaluate staffing and compensation as we normally do, based on the needs of the business.

When will my next paycheck be issued/direct deposit made?

Paychecks will continue to be issued on normal scheduled paydays. You'll be paid for the hours you work or your normal salary. Timekeeping (as applicable) will continue to be managed as before. This applies to contractors and consultants.

[**Will Vacation, Sick Time, and Paid Holiday benefits continue?**](#)

There are no changes to Vacation, Sick Time, or the 2022 holiday schedule as a result of the filing. You should continue to request and log your Vacation and Sick Time just as you did prior to the filing.

[**Is North Richland Hills permanently closing?**](#)

As you may know, the North Richland Hills location has not restarted operations since it shut down as a result of the pandemic. Its reopening is unknown at this time and is dependent on events in the bankruptcy. Regardless, Richardson and Lake Highlands are NOT closing and will remain open.

