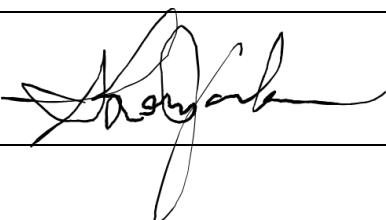


Mission Hope Foundation	Policy Title:	General Board Authorized:	YES
	Staff Reduction in Force Policy	ESERN:	EP400-07

In the event Mission Hope Foundation experiences, a deficiency of funds and reductions of staff become necessary, layoffs will be made in reverse order of seniority of staff.

Authorization Signature		Date: 8/16/23
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