

HURST STORES

CONCEALED CARRY POLICY

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Zero Tolerance

Hurst Stores will not tolerate any threats or acts of violence in the workplace.

Carrying of Weapons

As a component of workplace violence prevention, Hurst Stores does not prohibit the carrying of concealed weapons **by any employee who has a license to do** so while on Company property. **Any employee who carries a concealed weapon in the workplace must notify the Human Resources Department and must show the Human Resources Department his or her license to carry the concealed weapon.** Any employee who carries a concealed weapon in the workplace must keep the weapon within his or her possession at all times. Employees are not allowed to leave such weapons unattended, for example in a desk drawer, and are not allowed to give the weapon to any other individual. While individuals who have a license to carry a concealed weapon are allowed to keep such a weapon in their personal vehicles, the weapons must be kept in a locked and secure location in the vehicle.

Weapons allowed to be carried concealed include handguns, knives, electric weapons, and billy clubs. Weapons that are prohibited include any other type of gun besides a handgun, explosives, and other items with the potential to inflict harm. No weapon is allowed to be carried if not concealed. Appropriate disciplinary action, up to and including termination, will be taken against any employee who violates this policy.

No employee is allowed to carry any weapon in the workplace or on Hurst business while drinking alcohol, while under the influence of alcohol or drugs, or while taking any medication that may impair an employee's motor skills or judgment.

Reporting Violence

It is everyone's business to prevent violence in the workplace. You can help by reporting what you see in the workplace that could indicate that a co-worker is in trouble or is posing a threat. You are in a better position than management to know what is happening with those you work with.

You are encouraged to report any incident that may involve a violation of any of the Company's policies that are designed to provide a violence-free workplace environment. Concerns may be presented to your supervisor. Your report will remain confidential.

The Company will promptly and thoroughly investigate any reported occurrences or threats of violence. Violations of this policy will result in disciplinary action, up to and including immediate termination of employees. Where such actions involve non-employees, the Company will take action appropriate for the circumstances. Where appropriate and/or necessary, the Company will also take whatever legal actions are available and necessary to stop the conduct and protect the Company's employees and property.

SIGNATURE

DATE

EMPLOYEES NAME PLEASE PRINT