

## **New Hires**

Under all hiring circumstances, every effort should be made to hire a candidate that will relocate to Arizona. However, in the event there is a business need to hire a candidate who will permanently work outside the state of Arizona, they must meet the eligibility requirements and are required to attend in-person meetings or Company functions as determined by their Manager.

The Remote Work Guidelines and Agreement do not provide for every contingency that may arise. Direct Managers and Employees are entering into an agreement to work together to resolve any unforeseen situations that may arise. In the event the direct Manager or Company determines that the flexible work or 100% remote work arrangement is no longer meeting the needs of the Company, the Company reserves the right to require the Employee to return to an office location.

If you have any questions, please reach out to Human Resources at [HR\\_General@discounttire.com](mailto:HR_General@discounttire.com)