

FAQ

Mandatory Arbitration Agreement



HOLLAND

PARTNER GROUP

Our Human Resources team has created this document to address some of the questions we expect from employees regarding arbitration agreements. Please reach out to humanresources@hollandpartnergroup.com with any additional questions or concerns.

What is arbitration?

Arbitration is a private way to resolve legal disputes outside of the public court system. Instead of a judge or jury, a neutral third party—called an arbitrator—reviews the evidence from both sides and issues a final, binding decision.

Why is Holland moving to mandatory arbitration?

The goal is to provide a faster, more efficient, and less adversarial way to resolve workplace disputes. Traditional lawsuits can take years to reach a conclusion; arbitration typically offers a much more streamlined timeline for everyone involved.

Does this mean I am giving up my legal rights?

You are not giving up any rights to bring legal claims and seek remedies (such as back pay or damages) if you believe your rights have been violated. The agreement simply changes the forum where those claims are heard—shifting them from a public courtroom to a private arbitration hearing.

Who pays for the arbitrator?

To ensure that the process is fair and accessible, Holland will pay the arbitrator's fees and any administrative costs charged by the arbitration service (such as AAA or JAMS). Employees are only responsible for the equivalent of a standard court filing fee, if applicable.

How is the arbitrator selected?

The arbitrator is a neutral professional—often a retired judge or an experienced attorney—who is not affiliated with Holland. Both the employee and Holland participate in the selection process to ensure the individual chosen is impartial.

Is the decision final?

Yes. In most cases, the arbitrator's decision is "binding," meaning it is final and cannot be appealed in court, except under very limited circumstances defined by law.

Does this agreement affect my ability to report issues to the government?

No. This agreement does not prevent you from filing a charge or communicating with government agencies such as the Equal Employment Opportunity Commission (EEOC) or similar state agencies. It only applies to private lawsuits.

Is signing this agreement a choice?

Signing the agreement is a condition of employment, meaning that to begin or continue your career with Holland, you must agree to resolve covered disputes through this process.

What if I have more specific questions?

We encourage you to read the full text of the agreement provided. If you have further questions regarding the logistics of the policy, please contact Human Resources at humanresources@hollandpartnergroup.com.