



13.14 PROMOTIONS

LADD will endeavor to fill new job opportunities from among its current employees provided, based on LADD's judgment, a qualified person is available. LADD will strive to promote the best-matched individual, based on demonstrated ability to assume greater responsibility. At the same time, LADD may need to recruit and hire from outside of the organization to attract an individual who will best match a specific need/opening. To be considered for promotion, employees should follow the instructions on the job posting. If the position requires a degree, an official transcript from college or university must be obtained. This is done through written or electronic confirmation of credentials (including degrees) from college/university to HR. Copies of credentials provided directly by employee do not meet the primary source verification requirement.

LADD reserves the right to hire outside its current employee base if applicants from outside LADD are best matched for the position. LADD also reserves the right based on needs to make interim promotions or appointments pending a decision to fill a vacant or newly created position without undergoing the application process.

[Click Here to View the Human Resource Development Policy](#)

LADD

WE MAKE THE DIFFERENCE