

**Exhibit A: “At-Will Status” Structure – Categories and Corresponding Codes**

<b><u>Categories</u></b>	<b><u>At-Will Codes</u><sup>1</sup></b>	
	<b>Agency Headed by Elected Official<sup>2</sup></b>	<b>All Other Agencies</b>
Note: Categories highlighted in gray denote uncovered political appointment positions/employees. All other uncovered positions/employees (i.e., uncovered, but not a political appointment) should have an “At-Will Status” code of UN.		
Agency Head	EO-HD	HD
Direct report of Head of Elected Official Agency, but not a Deputy	EO-HDD	-
Direct report of Agency Head, but not a Deputy	-	HDD
Deputy Director	EO-DD	DD
Direct report of Deputy Director, but not an Assistant Director	EO-DDD	DDD
Head of a Primary Component, but not a Deputy of Elected Official Agency	EO-AD	-
Assistant Director	-	AD
Direct Report of Assistant Director	EO-ADD	ADD
Governor’s Office employees	GV	-
Public Policy position of Elected Official Agency	PL	-
Attorneys in the Office of the Attorney General	AG	-
Investment-related positions (ASRS, PSPRS only)	-	NV
Uncovered, All Others	UN	UN
Covered	CV	CV

<sup>1</sup> The at-will status category is reflected on the assignment tab in the employee record (HR11) and in the personal information section in YES.

<sup>2</sup> Agencies headed by an elected official include the Attorney General’s Office, Corporation Commission, Department of Education, Governor’s Office, Mine Inspector, Secretary of State, and State Treasurer.