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found around the world including in Paris, France, and throughout the United States.

Employment Verification for Hewlett Packard Enterprise

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Hewlett-Packard also developed a "Personnel Policies and Guidelines" manual. The first page of the manual contains a disclaimer that the policies and guidelines contained in the

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manual do not represent a contract, and states: "This manual is distributed for the use of managers having responsibility for decision making based on its contents.

ORBACK v. HEWLETT-PACKARD | 97 F.3d 429 (1996 ...
Hewlett-Packard Co., 97 F.3d 429, 433 (10th Cir. 1996)
(underlying principle behind implied contract theory is employer made an offer to the employee showing its willingness to be bound by specific restrictions when terminating employment).
The rationale for permitting implied contract claims in this context has been explained as follows:

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