Employment At-Will Policy

It is the policy of the Company that all employees are employees at will for an indefinite period. All employees may terminate their employment at any time and for any reason or for no reason. Similarly, the Company may terminate the employment relationship at any time, for any lawful reason or for no reason, with or without cause or notice.

No manager, supervisor, or employee of the Company has any authority to enter into an agreement for employment for any specified period of time or to make an agreement for employment other than at-will employment. Only the President of the Company has the authority to make any such agreement and then only in writing.

This policy may not be modified by any statements contained in this Handbook or any other handbooks, employment applications, offer letters, or other materials provided to applicants and employees in connection with their employment. None of these documents, whether singly or in combination, create an express or implied contract of employment for a definite period, nor any express or implied contract concerning any terms or conditions of employment. Similarly, Company policies and practices do not create any contractual obligation on the Company’s part or a requirement that termination will occur only for “just cause.” Statements of specific grounds for termination set forth in this Handbook or any other documents are examples only, and are not intended to restrict the Company’s right to terminate, or otherwise discipline, employees under this employment-at-will-policy.

This policy is Legally Desirable