Orientation period policy

All employees of ABC Company are employed on an orientation basis until they have completed the first 90 days of their employment. The 90 days is a trial period designed to determine whether the employee is suited to the job and capable of satisfactorily performing the work assigned.

After you have been employed for 90 days, you will be evaluated and informed of your rating by your supervisor or the Human Resources Manager. A satisfactory rating upon completion of the 90‑day orientation period will qualify you as a regular employee. An unsatisfactory rating at any time during the orientation period may result in your immediate termination.

THIS POLICY IS LEGALLY DESIRABLE