

**Form:** Employment At-Will Policy

**Description:** This is an employment policy setting forth that either an employee or the company can terminate an employee's employment, with or without advance notice or with or without cause. This policy can be a stand-alone policy or included in an Employee Handbook.

### **Employment At-Will Policy**

Employment at the Company is employment at-will. This means that an employee's employment can be terminated at any time by the employee or the Company, with or without advance notice and with or without cause. Nothing in any document or statement now in existence or hereafter created shall limit the right to terminate the employment at-will, except pursuant to a written employment agreement signed by the CEO of the Company and the employee. No other officer, agent or employee of the Company has the authority to revise, waive or alter this at-will employment policy, which cannot be altered other than pursuant to a written agreement signed by the CEO and the employee.