

ACKNOWLEDGMENT OF AT-WILL EMPLOYMENT

Employment at the Company is “at-will.” Employment can be terminated by either the employee or the Company, at any time, and for any reason. This includes termination with or without cause or advance notice. The Company may utilize verbal or written warnings, but utilization of any warning is not required. The Company also reserves the right to make changes in an employee's position, title, job responsibilities and/or compensation level at any time, at its sole discretion, with or without cause or notice. Other than the President, no manager, supervisor or representative of the Company has authority to make any agreement, express or implied, for employment for any specified period of time, or to make any agreement for employment other than at-will. Only the President has the authority to make any such agreement, and then only in writing and indicating that it is intended as a modification of a particular employee’s at-will status.

I understand that I may terminate my employment with the Company at any time, with or without notice, and with or without cause, and that the Company retains the same right to terminate my employment at any time, with or without notice, and with or without cause. I further understand and agree that other than the President, no manager, supervisor or representative of the Company has authority to make any agreement, express or implied, for employment for any specified period of time, or to make any agreement for employment other than at-will. Only the President has the authority to make any such agreement, and then only in writing and indicating that it is intended as a modification of a particular employee’s at-will status.

DATE: _____

EMPLOYEE: _____