



## At-Will Employment Agreement

**Employee Name:** \_\_\_\_\_

As per the Employee Handbook I specifically understand and agree that the employment relationship between the Company and me is **at-will** and can be terminated by the Company or me at any time, with or without cause or notice. Furthermore, the Company has the right to modify or alter my position or impose any form of discipline it deems appropriate at any time. Nothing in the handbook is intended to modify the Company's policy of **at-will** employment. The **at-will** employment relationship may not be modified except by a specific written agreement signed by me and an authorized representative of the Company. This is the entire agreement between the Company and me regarding this subject. All prior or contemporaneous inconsistent agreements are superseded.

I understand that the Company reserves the right to make changes to its policies, procedures or benefits at any time at its discretion. However, the at-will employment agreement can be modified only in the manner specified above. I further understand the Company reserves the right to interpret its policies or to vary its procedures as it deems necessary or appropriate.

I acknowledge my understanding of the At-will Employment policy.

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Bettina Schafnitz

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Employee Signature

