Employee understands and accepts that at no time during the employment intake, interview or the employment application process was any promise of a specific term of employment been made by the employer’s interviewers, staff members or any management or company representatives. **All employment at the company is at-will**, which means that either the employee or the company may terminate the employment at any time with or without cause and with or without notice. The at-will nature of the employee’s employment relationship cannot be altered except in a specific writing signed by the president of the company and by the employee.

 In addition it is understood and accepted that all work assignments and continued work at job assignments are based on the exclusive and specific discretion and direction of client companies. In addition as assignments require specific governmental/client clearance certifications and approval which may be revoked at any time by the employer’s clients at the employer client’s discretion for any reason or no reason, no commitment as to the availability of any amount of regular employment can be made or is being made.

Employer will assist the employment candidate to obtain the necessary certifications, but at no time does the employer have the authority or discretion neither as to the issuance of those certifications nor as to how long the certification may be valid as the certifications may be cancelled by the employer client at any time without notice and without explanation.

These conditions of employment are universal and apply to all employees at all times without exception.

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 Applicant’s printed name

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Date Applicant’s Signature