

## At-Will Employment

This policy manual is intended to provide general guidelines concerning a person's employment relationship with the Company. All policies in this handbook are subject to modification, change, or elimination at any time at the sole discretion of the company. They are not intended to create contractual rights on behalf of employees or impose contractual obligations on the Company, but are merely intended to provide guidance in dealing with many situations, which may arise. Moreover, no officer, director or employee is authorized to modify orally these policies and procedures, and employees are cautioned not to rely upon oral statements or assurances that would modify these policies, as such attempted modifications are not binding on the company. Just as each employee is free to resign his or her employment with the company at any time and for any reason, the Company, too, reserves the right to terminate an employee at its discretion.