AT-WILL EMPLOYMENT POLICY

Although we hope your employment relationship with us will be long term, either you or [Organization] may terminate this relationship at any time, for any reasons, with or without cause or notice. Please understand that no supervisor, manager, or other representative of [Organization] other than the [title] has the authority to enter into any agreement with you for employment for any specified period. Further, any employment agreement entered into by the [title] is not enforceable unless it is in writing.

You should also understand that the employment procedures, practices, policies, and benefits outlined by the [Organization] or described in any handbook may be modified or discontinued from time to time. It is our intent to inform you of changes as they occur. If you have any questions, please discuss them with [title].

THIS POLICY WAS RESEARCHED AND DRAFTED BY THE LAW FIRM OF:

RUDER WARE, L.L.S.C.
RONALD J. RUTLIN, ESQ.
SARA J. ACKERMANN, ESQ.
500 THIRD STREET, SUITE 700
P. O. BOX 8050
WAUSAU, WI 54403
715.845.4336
rrutlin@ruderware.com
sackermann@ruderware.com

IT IS MADE AVAILABLE AS A SAMPLE EMPLOYMENT POLICY WITH THEIR PERMISSION. NEITHER RUDER WARE, L.L.S.C. NOR CHURCH MUTUAL INSURANCE WARRANT THAT IT IS APPROPRIATE FOR USE BY ANY OF OUR INSUREDS. NONE OF THE INFORMATION HEREIN IS INTENDED AS LEGAL ADVICE. BECAUSE OF THE MANY EMPLOYER-SPECIFIC CHOICES THAT MUST BE MADE IN DRAFTING EMPLOYER POLICIES, THIS DOCUMENT SHOULD NOT BE USED "AS IS" FOR ANY PURPOSE. BEFORE USING THIS SAMPLE DOCUMENT OR ANY DOCUMENT LIKE IT, YOU SHOULD CONSULT WITH YOUR OWN ATTORNEY TO MAKE CERTAIN THAT THE DOCUMENT YOU EVENTUALLY USE IS CORRECT AND CURRENT UNDER THE LAW OF YOUR PARTICULAR JURISDICTION AND THAT THE DOCUMENT MEETS YOUR NEEDS FOR YOUR PARTICULAR SITUATION.

©2006 Ruder Ware, L.L.S.C. Accurate reproduction with acknowledgment granted. All rights reserved.