



BUYNAK & FAUVER

STATEMENT AND ACKNOWLEDGEMENT OF AT-WILL EMPLOYMENT

(Employment Advisory No. 6)

California is an "At-Will" employment state. The following agreement template is provided as a service to employers by presenting a sample of a standard Statement and Acknowledgment of At-Will Employment.

This Advisory is neither exhaustive nor tailored to your specific situation. You should discuss your personal situation with us or with your own attorney. Our representation is only undertaken through a written engagement letter and not by the distribution of this Advisory.

TEMPLATE

As an employee of _____, your employment has been and continues to be "at-will." This means that during the course of employment with the Company, employees are free to terminate their employment with the Company at any time, with or without a reason, and the Company has the right to terminate employees at any time, with or without a reason. Although the Company may choose to terminate an employee for cause, cause is not required.

No one other than the President of the Company has the authority to alter this at-will employment arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to this at-will arrangement. Furthermore, any such agreement must be in writing and must be signed by the President of the Company.

By signing in the space provided below, you hereby acknowledge that you have been given a copy of the Company's Statement and Acknowledgment of At-Will Employment, that you have read the Statement and that you understand its contents, and that you further understand that the Statement supersedes any and all previous agreements, policies, practices or guidelines, whether oral or written.

EMPLOYEE

Name: _____ Date: _____

Signature: _____

Note to Employee: The original of this form will go into your personnel file.



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As always, you should be sure that additional legislation has not been enacted or court decisions rendered, that would change the above advisements. This Advisory is neither exhaustive nor is it tailored to your specific situation. You should discuss your individual situation with us or your own attorney.

Michael S. Fauver, Partner
Business and Employment Attorney

This Advisory is one of a series of business and tax advisories prepared by the attorneys at the Buynak & Fauver. Should you have further questions regarding the information provided in this Advisory, please contact the author at the number listed below.

The Buynak & Fauver Law Firm provides business legal services to individuals, business entities and nonprofit organizations from entity formation and start-up, through day-to-day operations and exit strategies.