



## **Policy and Procedures Disclaimer/ At-Will Statement**

Pursuant to section 41-1-110 of the Code of Laws of SC, as amended, the language used in the Tri-County Technical College policies and procedures, employee guide, and other relevant documents does not create an employment contract nor any contractual rights or entitlements between the employee and the College. The College reserves the right to revise the content of the policies and procedures, employee guide, and other relevant documents, in whole or in part. No promises or assurances, whether written or oral, which are contrary to or inconsistent with the terms of this paragraph create any contract of employment.

Please be advised that this serves as official notification of the at-will nature of employment relationships in South Carolina. South Carolina is an at-will state and as such, your employment can be ended at any time by either party, you or the College.

I acknowledge my receipt and understanding of the aforementioned disclaimer. I further acknowledge that all previously issued policies and procedures, employee guides, and other relevant documents are withdrawn and are of no further force or legal effect.

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Print Name

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Signature

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Date