Policy # HR
At Will Employment

Policy Title: At Will Employment
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Policy Category: Human Resources

Policy Owner: Chief Compliance Officer
Approval Authority: CEO and Board of Trustees

EFFECTIVE DATE: 01/27/2021	Original Effective Date: 01/27/2021
	Last Revision Date:
	Date of Last Legal Review: 01/2021
Related Policies: Additional Resources:	

Applicable Standards:	
Applicable Statues/Regulations/Law:	

1. Purpose

Notice to all Team Members that you are an at-will Team Member.

2. Scope

This policy applies to all EMSA Team Members.

3. General Policy Parameters

Team Members, whether your employment status with EMSA is full-time, part-time, temporary, you are an "at will" Team Member. Nothing in this Policy, any other EMSA policies, including without limitation the Team Member handbook and Code of Conduct, or any other document constitutes a promise or contract establishing or guaranteeing employment, benefits, assignments, or compensation for any specific period of time. EMSA's policies apply to and protect all EMSA Team Members, regardless of their classification as full-time, part-time, or temporary. Every EMSA Team Member, regardless of his or her classification or job-description, must comply with the requirements of EMSA's policies.

It is a condition of initial and continued EMSA employment that every Team Member agrees to become familiar with and be bound by the terms and conditions established by EMSA's policies, including without limitation the Team Member handbook and Code of Conduct, and that every EMSA Team Member acknowledge his or her at-will employment status and agree to be employed at-will continuously until separation.

As an at-will Team Member, you have the right to terminate your employment at any time, with or without cause, reason, or advance notice. As an at-will employer, EMSA has the right to terminate your employment at any time, with or without cause, reason, or advance notice. Nothing contained in EMSA's policies, including without limitation the Team Member handbook and Code of Conduct, nothing in any

workplace policy or rule of EMSA, and no oral or written representation, statement or promise made by any chief, officer, director, trustee, manager, supervisor, Team Member or agent of EMSA shall alter the at-will employment between you and EMSA or restrict the option of you or EMSA to terminate the employment relationship without incurring liability to the other for the termination, regardless of whether the termination is for cause and regardless of whether advance notice of termination is given.

Although other terms or conditions of employment may change, such changes do not alter the "at will" relationship which will remain in effect throughout employment. Furthermore, no chief, officer, director, trustee, manager, supervisor, Team Member, or agent, including any Team Member or agent with hiring authority, has the authority to enter into any agreement or contract (express or implied) for employment for any specified duration or to make any agreement, promise, contract, guarantee, or commitment that contradicts or alters the at-will employment relationship.