

**Company
Name**

Store #

Address

AT-WILL EMPLOYMENT ACKNOWLEDGMENT

I understand and agree that my employment with the Company is **at will**. This means that, unless a written agreement specifically provides otherwise, either the Company or I may end the employment relationship at any time, with or without cause, and with or without advance notice, subject to applicable law.

I understand that nothing in this acknowledgment, the employee handbook, any Company policy, practice, benefit plan, oral statement, or other communication creates a contract of employment for any specific term or guarantees continued employment, hours, schedule, position, compensation, or benefits, except where required by law or expressly stated in a written agreement.

The at-will relationship may be modified only by a written agreement that expressly changes the at-will status and is signed by me and an authorized Company officer. No supervisor, manager, or other representative has authority to make an oral promise or representation that changes the at-will relationship.

I also understand that the Company's policies, procedures, benefits, and work rules may be revised, supplemented, or discontinued from time to time, subject to applicable law. If I receive an employee handbook, I am responsible for reading it and asking management or Human Resources about any questions I may have.

Nothing in this acknowledgment is intended to limit or waive any right or protection provided by federal, state, or local law. The Company will not terminate employment or take other adverse action for an unlawful reason, including unlawful discrimination, harassment, retaliation, protected leave, protected complaints or reports, protected concerted activity, or other conduct protected by law.

I acknowledge that I have read and understand this At-Will Employment Acknowledgment and have had an opportunity to ask questions before signing it.

Employee Name

Employee

Signature

Date

California note: California Labor Code section 2922 establishes a general at-will presumption for employment with no specified term. At-will status does not permit termination or other adverse action for reasons prohibited by law.