

## STATEMENT OF AT-WILL EMPLOYMENT

As illustrated in this Manual, Oak Hill expects that its employees will conform to certain rules and requirements consistent with maintaining a professional working environment. **Furthermore, Oak Hill follows a policy of at-will employment for all non-union employees, which means that either its non-union employees or Oak Hill can terminate the employment relationship with or without cause at any time, with or without notice, for any lawful reason.** This “at-will” employment relationship may not be changed by any written document or by conduct unless the President specifically acknowledges such change in writing. No supervisory, management or any other employee at or agent of Oak Hill has any authority to make a commitment of guaranteed or continuing employment to any employee, and no document or publication of Oak Hill or any verbal communication should be interpreted to make such a guarantee. As such, this Manual does not give any employee any contractual right to enforcement of the policies and procedures contained herein, nor does it create any right to continued employment.

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