



Genesee Education Consultant Services

Employment At-Will Statement

Effective _____ you are an At-Will employee of Genesee Education Consultant Services, Inc. (GECS). This means your employment is completely at the will of both the employee and the employer, and it may be terminated by either at any time, for any reason that is not specifically prohibited by law-such as discrimination laws. At-Will employment means that you are not currently under contract and that you are not a member of the bargaining unit.

As an At-Will employee, you have read the above statement and acknowledge that you have reviewed GECS' Employee Handbook, with particular attention paid to the following policies: Confidentiality (pgs. 26-27), Equal Employment Opportunity/Non-Discrimination (pgs. 36-38), Harassment/Bullying (pgs. 39-52), Safe and Drug Free Workplace/Schools Notice (pgs. 58-65), Professional Dress Code (pgs. 66-67), Staff Ethics (pg. 68), Tobacco-Free Schools (pg. 70), Weapon-Free School Zone (pg. 71), and Workplace Safety (pgs. 77-78).

I have read and understand this At-Will statement of my employment. I have also reviewed GECS' Employee Handbook, paying particular attention to the above mentioned policies.

Printed Name

Employee Signature

Date

GECS Human Resources Signature

Date

Electronic Signatures. The parties agree that the electronic signature of a party to this Agreement shall be as valid as an original signature of such party and shall be effective to bind such party to this Agreement. The parties agree that any electronically signed document (including this Agreement) shall be deemed (i) to be "written" or "in writing," (ii) to have been signed and (iii) to constitute a record established and maintained in the ordinary course of business and an original written record when printed from electronic files.