# EMPLOYMENT POLICIES

## “At-Will” Employment

Employment at the Club has no specific duration and either you or the Club may terminate the employment relationship whenever either party believes it is desirable to do so, ‘at-will,’ without considerations of cause or notice. While the Club maintain and revise both written and other personnel policies or programs to adapt to changes in business conditions, our policy of voluntary employment relationships is not affected by any other personnel policies or programs as may be in effect from time-to-time. The voluntary nature of the relationship may not be changed except by a separate written agreement specifically entered into for such purpose and signed by the General Manager.

Except for the policy of ‘at-will’ employment, the Club reserves the right to revise, deletes, and add to the provisions of this Handbook. All such revisions, deletions, or additions must be in writing and must be signed by the General Manager of the Club. No oral statements or representations can change the provisions of this Handbook. Except for the policy of ‘at-will’ employment or a written employment agreement providing otherwise, terms and conditions of employment with the Club may be modified at the sole discretion of the Club with or without cause or notice at any time. No implied contract concerning any employment-related decision or term, or condition of employment can be established by any other statement, conduct, policy, or practice. Examples of the types of terms and conditions of employment that are within the sole discretion of The Club include, but are not limited to, the following: promotion; demotion; transfers; hiring decisions; compensation; benefits; qualifications; discipline; layoff or recall; rules; hours and schedules; work assignments; job duties and responsibilities; production standards; subcontracting; reduction, cessation, or expansion of operations; sale, relocation, merger, or consolidation of operations; determinations concerning the use of equipment, methods, or facilities; or any other terms and conditions that the Club may determine to be necessary for the safe, efficient, and economic operation of its business.

Unless your employment is covered by a written employment agreement providing otherwise, the foregoing agreement concerning your ‘at-will’ employment status and the Club’s right to determine and modify the terms and conditions of employment is the sole and entire agreement between you and the Club concerning the duration of your employment, the circumstances under which your employment may be terminated, and the circumstances under which the terms and conditions of your employment may change. Except for written employment agreements signed by the General Manager, this agreement supersedes all prior agreements, understandings, and representations concerning your employment with the Club.