

NATURE OF EMPLOYMENT

Employment-at-Will

All employees are employed on an “at-will” basis with Dunwoody and their employment may be terminated at any time for any reason not prohibited by law, with or without cause or notice. Dunwoody’s at-will employment policy may not be modified by any oral statements or any statements contained in this manual or any other handbooks, employment applications, recruiting materials, memoranda, or handouts.

With the exception of written agreements signed by the President, no Dunwoody representative is authorized to modify this policy for any employee or enter into any agreement, oral or written, contrary to this policy.

Employee Relations

Dunwoody strives to make the work conditions, wages, and benefits it offers to its employees competitive with those offered by other employers in this area and in this industry. If employees have concerns about work conditions or compensation, they are strongly encouraged to voice these concerns openly and directly to their supervisors.