

UNITARIAN UNIVERSALIST SOCIETY OF GENEVA

AT-WILL EMPLOYMENT POLICY

Approved by the Board of Directors on October 1, 2013

Unless otherwise stated by a written contract, all employees of UUSG have an "at-will" employment relationship with UUSG. This means that employees have the right to terminate their employment at any time, with or without advance notice, and UUSG has the same right.

From time to time UUSG may adopt policies and procedures applicable to employees. Such policies and procedures do not confer any contractual rights upon any employees, and may be modified, suspended, or terminated at any time, with or without notice.

No representative of UUSG, other than the Board of Directors, has any authority to enter into any contract of employment with any individual, and any such contract must be in writing and signed by the President of the Board of Directors acting with the authorization of the Board of Directors.