



GSI POLICY NUMBER HR-	REVISION # 1	EFFECTIVE DATE: NOV 1 2016	NUMBER OF PAGES 1
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"PROVIDING THE WARFIGHTER THE RIGHT SOLUTIONS AT THE RIGHT TIME"

Policy Title: Employment at Will

Purpose

It is the policy of GSI that all employees who do not have a written employment contract with GSI for a specific, fixed term of employment are employed at the will of GSI for an indefinite period.

Policy

- I. Employees who do not have an individualized written employment contract are employed at the will of GSI and are subject to termination at any time, for any reason, with or without cause, or notice. At the same time, these employees may terminate their employment at any time and for any reason.
- II. No GSI representative is authorized to modify this policy for any employee or to enter into any agreement, oral or written, that changes the at-will relationship. No statements made in pre-hire interviews or discussions, or in the recruiting materials of any kind, alter the at-will nature of employment or imply that discharge will occur only for cause.

This policy may not be modified by any statements contained in this Manual or any other employee handbooks, employment applications, GSI recruiting materials, GSI memoranda or electronic documents, or other materials provided to applicants and employees in connection with their employment. None of these documents, whether singly or combined, create an express or implied contract of employment for a definite period, or an express or implied contract concerning any terms or conditions of employment. Similarly, GSI policies and practices with respect to any matter should not be considered as creating any contractual obligation on the part of GSI or a stating in any way that termination will occur only "for cause." Statements of specific grounds for termination set forth in this Manual or in any other GSI document are examples only, not all-inclusive lists, and are not intended to restrict GSI's right to terminate at will, or to change the terms and conditions of employment.