

EMPLOYMENT POLICY

Initial Employment Period.

During the first one hundred eighty (180) days of employment, the Initial Employment Period, the employee will learn about the OBPA and his/her job. The employee will be provided training and guidance from his/her supervisor. If at any time the supervisor concludes that the employee is not progressing or performing satisfactorily, the employee may be discharged. Additionally, at all times an employee's employment is not for any specific period of time and may be terminated at will, with or without cause and without prior notice.

At the end of the Initial Employment Period, the employee and supervisor may meet to discuss the employee's performance. Provided that job performance is "satisfactory", the employee will continue in our employment as an at-will employee.