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**AT-WILL EMPLOYMENT POLICY**

Except if stated expressly otherwise by employment contract, it is the policy of The Collaborative Charter Services Organization (“CSO”) that all employees are considered “at-will” employees of the CSO. Accordingly, either the CSO or the employee can terminate this relationship at any time, for any reason, with or without cause, and with or without advance notice.

Nothing contained in the Employee Handbook, CSO employment applications, CSO memoranda or other materials provided to employees in connection with their employment shall require the CSO to have “cause” to terminate an employee or otherwise restrict the CSO’s right to release an employee from their at-will employment with the CSO. No CSO representative, other than the Board of Directors or its designee, is authorized to modify this policy for any employee or to make any representations to employees or applicants concerning the terms or conditions of employment with the CSO that are not consistent with the CSO’s policy regarding “at-will” employment.

This policy shall not be modified by any statements contained in the Employee Handbook, employee applications, CSO memoranda, or any other materials provided to employees in connection with their employment. Further, none of those documents whether singly or combined, or any employment practices, shall create an express or implied contract of employment for a definite period, nor an express or implied contract concerning any terms or conditions of employment.