

**ADDENDUM A**

**EMPLOYEE ACKNOWLEDGEMENT**

I understand that my employment with the Conference is for an unspecified term and may be terminated at the will of either the Conference or myself, with or without reason or cause, and with or without notice. No words or actions of the Conference will be deemed to create an express or implied contract of employment or require the Conference to have good cause for terminating my employment. No Conference representative is empowered or authorized to modify this at-will relationship other than in a writing signed by the Employee and one of the three Officers of the Conference.

I acknowledge I have received a copy of the Conference's *Employee Handbook*. I understand I am responsible for reading the contents of the *Employee Handbook* and for complying with the policies and rules outlined therein. I further acknowledge that I have read the *Employee Handbook* in its entirety in accordance with this responsibility.

I understand that while employed by the Conference, I must comply with all Conference policies and rules except as otherwise provided and/or prohibited under federal and/or state law. I further understand that any rules, policies, and benefits described in the *Employee Handbook* may be modified or varied by the Conference at any time, except as required by law and except for the rights of the parties to terminate employment at-will, which may be modified only by an express written agreement signed by both me and one of the three Officers of the Conference.

---

Employee's Signature

---

Date

---

Employee's Name - Printed