

Kids Central, Inc. System of Care Policy & Procedure

Series: Human Resources

Policy Name: Employment At Will

Policy Number: 1101

Origination Date: 10/1/2010

Revision Date:

Authority:

Policy

Kids Central does not offer tenured or guaranteed employment. Kids Central, Inc. or the employee can terminate the employment relationship at any time, with or without cause. This is called Employment at Will.

This employment at will relationship exists regardless of any other written statements or policies or other company documents or any verbal statement to the contrary.

While Kids Central may elect to follow its progressive discipline procedure, Kids Central is in no way obligated to do so. Using progressive discipline is at the sole discretion of the company in an employment at will workplace.

No one can enter into any kind of employment relationship or agreement that is contrary to the previous statements without Board approval. To be enforceable, such relationship or agreement must be in writing and signed by the CEO and Chairman of the Board of Directors.

Approved By:

Cynthia A. Schuler, Chief Executive Officer

Date