



AT-WILL STATEMENT

My employment and compensation is “at-will” and may be terminated at any time by either KAROPA Incorporated DBA Comfort Keepers or myself. **Nothing in this statement is to be construed as a direct, implied or inferred contract of employment.**

I am free to terminate my employment with Comfort Keepers at any time, with or without reason. Likewise, Comfort Keepers has the right to terminate my employment, or otherwise discipline, transfer, or demote me at any time, with or without reason, at their discretion. No employee of Comfort Keepers can enter into an employment contract for a specified period of time, or make any agreement contrary to this statement without the written approval from the owner(s) or an Officer of Comfort Keepers.

I, _____, have read this statement and understand that it does not create a contract. My employment with Comfort Keepers is “at-will” and may be terminated at any time by either party.

Accepted and Understood

Date