ALL EMPLOYEES OF THE LEXINGTON MEDICAL CENTER (LMC) ARE EMPLOYED AT-WILL AND MAY QUIT OR BE TERMINATED WITHOUT NOTICE AND/OR WITHOUT A REASON AT ANY TIME AND FOR ANY REASON. NOTHING IN ANY OF LMC RULES, POLICES, HANDBOOKS, PROCEDURES OR OTHER DOCUMENTS RELATING TO EMPLOYMENT CREATES ANY EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT. NO PAST PRACTICES OR PROCEDURES, WHETHER ORAL OR WRITTEN, FORM ANY EXPRESS OR IMPLIED AGREEMENT TO CONTINUE SUCH PRACTICES OR PROCEDURES. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, CREATE ANY CONTRACT OF EMPLOYMENT UNLESS: 1) THE TERMS ARE PUT IN WRITING, 2) THE DOCUMENT IS LABELED A CONTRACT, OR AN AGREEMENT, 3) THE DOCUMENT STATES THE TERM OF EMPLOYMENT, AND 4) THE DOCUMENT IS SIGNED BY LMC'S CHIEF EXECUTIVE OFFICER.

I ACKNOWLEDGE THAT LMC'S POLICIES AND PROCEDURES INCLUDING THOSE ON THE INTRANET ARE NOT A CONTRACT OF EMPLOYMENT.

Signature

Date

Printed Name

Social Security Number

