



"EMPLOYEE RELATIONS NETWORK MEMBER"

CONDITIONAL OFFER AND AT WILL EMPLOYMENT AGREEMENT

IN THIS AGREEMENT, "me", "my", and "I" all refer to the "Employee"; "Company" refers to the **EMPLOYEE RELATIONS NETWORK MEMBER** named above and all of its officers, directors, managers, agents, employees, and owners.

CONDITIONAL EMPLOYMENT

Should my employment with the Company commence before the completion of my background check, I understand that my continued employment with the Company is conditional on an acceptable background check. I further acknowledge and agree that my employment with the Company may be terminated should my background check not be acceptable to the Company. It is understood that the Company shall solely determine the acceptability of my background check.

EMPLOYMENT TERMINABLE AT ANY TIME

I agree as follows: My employment with the Company is terminable at will, is for no definite period, and may be terminated by either me or the Company at its option at any time, for any reason whatsoever, with or without good cause. Consequently, all terms and conditions of my employment may be changed or withdrawn at the Company's unrestricted option at any time, with or without good cause.

NO CONTRARY AGREEMENTS

No implied or express agreements, whether oral or written, shall be valid to contradict or supplement the above unless in writing and signed by the President or majority owner of the Company. No supervisor, manager or Company representative, other than the President or majority owner of the Company has authority to change this Agreement in any way. Statements contained in Company handbooks, operating procedures, policies, or other literature shall also be ineffective to modify this Agreement. I also acknowledge and certify that the Company has said and done nothing which is in any way inconsistent with the foregoing. I agree that this Agreement contains the entire agreement (that is, every single term and provision) between the Company and me regarding the right of the Company or me to terminate my employment with or without cause, and that this Agreement takes the place of all prior and contemporaneous agreements, representations, and undertakings of the Company or me concerning this matter.

My signature below attests to the fact that I have read, understand, been given an opportunity to ask questions and have received a copy of the Company's At Will Employment Agreement and agree to be legally bound to all of the above terms.

DATE: _____

PRINT NAME: _____

SIGNATURE: _____

