

To: Troy Employees

From: Bob Kasper
Date: October 11, 2006
Re: At-Will Employment

Did you know the sky is blue? At night we don't see a blue sky but we do see whitish stars and we often see the moon!

Don't you just hate when someone insists on giving you a 20 minute lecture on some common sense topic that you already know about? It's even worse being the person obligated to give the lecture.

Our nation's state of legal affairs requires me to explain that employment at our company is "at will." I know you're eager to hear the explanation; so here it is.

IN CASE YOU DIDN'T KNOW – "We're a Hire At Will Employer"

Employment at Informed Marketing Services Inc. is expressly declared to be "at will," and the Company may terminate any employee at any time, for any reason or for no reason. Conversely, all employees are able to terminate their employment with the Company at any time, for any reason or for no reason. No policies issued by the Company at any time are intended in any way to alter the rule that employment is "at will."

It is your own responsibility to ask for clarification of any policies or statements, including this one, if you don't understand or agree with them. In the event that you don't agree with any of our policies or statements, please provide a written statement for my review.

I promise not to follow up on this memo with an instruction manual on how to use the bathroom key or how to dial the telephone.

Thanks for you indulgence.

Bob