

Will Employment Statement

Employment with **Tradewind Subs** is on an *at-will basis*. This means that either the employee or Tradewind Subs may terminate the employment relationship at any time, with or without cause or advance notice, subject to applicable law.

Nothing in this handbook, any company policy, or any oral or written statement made by a supervisor, manager, or representative of Tradewind Subs shall be construed as creating an employment contract, an express or implied promise of continued employment, or a guarantee of any specific terms or conditions of employment.

Only the Chief Executive Officer of Tradewind Subs (eamonn@twsubs.com) has the authority to enter into an agreement that modifies the at-will nature of employment, and any such agreement must be in **writing and signed** by both the employee and the Chief Executive Officer to be enforceable.