

Your employment with Grok Interactive, LLC is a voluntary one and is subject to termination by you or Grok Interactive, LLC at will, with or without cause, and with or without notice, at any time. Nothing in these policies shall be interpreted to be in conflict with or to eliminate or modify in any way the employment-at-will status of Grok Interactive, LLC employees.

This policy of employment-at-will may not be modified by any officer or employee and shall not be modified in any publication or document. The only exception to this policy is a written employment agreement approved at the discretion of the Managing Member(s).

These personnel policies are not intended to be a contract of employment or a legal document.

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Today's Date

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Employee's Signature

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Employee's Printed Name