

Piped Piper At-Will Employment Policy

What is At-Will Employment?

Piped Piper operates under the principle of "at-will" employment. This means that both the company and its employees have the right to terminate the employment relationship at any time, with or without notice, and for any reason not prohibited by law.

What This Means for You

- **Flexibility:** You have the freedom to leave Piped Piper at any time, for any reason, just as the company retains the right to terminate your employment.
- **No Guaranteed Employment:** While Piped Piper strives to create a positive and supportive work environment, there is no guarantee of continued employment.
- **Performance and Conduct:** Your employment can be terminated due to performance issues, policy violations, or other business reasons.
- **Exceptions:** It is illegal to terminate employment based on discrimination, retaliation, or other categories protected by federal and state laws.

Important Considerations

- **Policies and Procedures:** Piped Piper's policies and procedures outlined in the employee handbook still apply to all employees, regardless of at-will status.
- **Notice:** While not legally required, employees are encouraged to provide advance notice when voluntarily resigning.
- **Severance:** Piped Piper is not obligated to provide severance pay in the case of termination, but may do so at its discretion.