

Disclaimer for At-Will Employment

This is to certify that I understand and agree to employment with Chesapeake Ranch Water Company under the following conditions. I understand that these conditions can be changed without notice, at any time. I agree that my employment is terminable at will, so that both the Chesapeake Ranch Water Company and I remain free to choose to end our work relationship at any time, with or without cause, and with or without prior notice. I further understand that my employment is for no definite period and that nothing in the Human Resources Policy Manual or Maryland Rules in any way creates an express or implied contract of employment between the Maryland Judiciary and me.

Employee Signature

Date

Witness Signature

Date