

## Lewis Center for Educational Research

**BP 4401 PERSONNEL  
AT-WILL EMPLOYER**

**Adopted: March 14, 2011**

**Revised: March 9, 2015**

The Lewis Center for Educational Research ("LCER") is an at-will employer. The LCER may terminate Employee's employment at any time with or without cause, with or without advance notice, at the LCER's sole and unreviewable discretion. Either party may immediately terminate the employment relationship upon written notice to the other party. The LCER requests, when feasible, a minimum of thirty (30) days notice of intent to terminate.

Employee's also may be demoted or disciplined and the terms of his or her employment may be altered at any time, with or without cause, at the discretion of the LCER. No one other than the President/Chief Executive Officer ("CEO") and Foundation Board has the authority to alter the at-will agreement, or to make any agreement contrary to the term of this Agreement. Any such agreement must be in writing and must be signed by the CEO or designee, Foundation Board and by the affected employee and must specifically state the intention to alter this "at-will" relationship.