

## PERSONNEL POLICY HANDBOOK

# APPENDIX 01

### **AT-WILL EMPLOYMENT POLICY**

Although we hope your employment relationship with us will be long term, either you or Central/Southern Illinois Synod may terminate this relationship at any time, for any reasons, with or without cause or notice.

Please understand that no supervisor, manager, or other representative of Central/Southern Illinois Synod other than the bishop has the authority to enter into any agreement with you for employment for any specified period. Further, any employment agreement entered into by the bishop is not enforceable unless it is in writing.

You should also understand that the employment procedures, practices, policies, and benefits outlined by the Central/Southern Illinois Synod or described in any handbook may be modified or discontinued from time to time. It is our intent to inform you of changes as they occur. If you have any questions, please discuss them with the bishop.

Approved January 19, 2013  
by Synod Council