EMPLOYMENT-AT-WILL

Policy Statement:
It is the policy of Low Country Health Care System, Inc., that all employees who do not have a separate, individual employment contract with the Corporation for a specific, fixed term of employment are employed at the will of the Corporation for an indefinite period. Employees may resign from the Corporation at any time, for any reason and may be terminated by the Corporation at any time, for any reason and with or without notice.

Comment:
1. Employees who do not have a separate, individual written employment contract are employed at the will of the Corporation and are subject to termination at any time, for any reason with or without notice. At the same time, such employees may terminate their employment at any time and for any reason.
2. No Corporation representative is authorized to modify this policy for any employee or to enter into any agreement, oral or written, contrary to this policy. Supervisory and management personnel shall not make any representations to employees or applicants concerning the terms or conditions of employment with the Corporation which are not consistent with Corporation policies.
3. This policy shall not be modified by any statement contained in this or any other employee handbooks, employment applications, Corporation recruiting materials, Corporation's memorandums or other materials provided to employees in connection with their employment. None of those documents, whether singly or combined, shall create an expressed or implied contract of employment for a definite period of time and is not an expressed or implied contract coercing any terms or conditions of employment.
4. At the time of hiring, employees shall be required to sign a written statement acknowledging their understanding that they are employed at the will of the Corporation and are subject to termination at any time, for any reason, with or without notice and with or without cause.
5. Nothing contained in this Manual, Employment Applications, Corporation Memorandums or other materials provided to employees in connection with their employment shall require the Corporation to have "just" cause to terminate an employee or otherwise restrict the Corporation's right to terminate an employee at any time or for any reason.
6. Statement of specific grounds for termination set forth in this Manual or elsewhere are not all-inclusive and are not intended to restrict the Corporation's right to terminate at-will.

These policies and procedures are established by the Board of Directors to give clear and systematic directions for proper management and control of the Corporation's human resources. Terms and conditions of employment are defined and documented for the benefit of the Board of Directors, management, employees and general public. Policies and procedures are consistent with all known federal, state and local laws, including statues and court decisions that directly affect terms and conditions of employment. It shall be the aim of the personnel system of the Corporation to attract and retain a well-qualified work force that will meet or exceed the goals and objectives of the Corporation. In order to do so, the Corporation strives to:
Maintain wage and salary levels that are competitive with other health organizations within our area.

Provide leave, holiday and other morale boosting programs that will equal those offered by other employers in our area.

Provide other fringe benefits that will be competitive with those offered by other employers in our area.

Provide equal employment opportunities in matters of hiring, promoting and compensation without regard to race, color, creed, age, sex, handicap or national origin.

Promote a working environment that will promote high morale and good feelings among employees and clients alike.

**Employee Hiring:**

Any open position within the organization may be posted internally. Any applications received internally will not be given special consideration or preference for available positions. As part of our due diligence, the application process is the same for internal and external applicants. The Employment Security Commission (One-Stop) serves as a first line of contact for interested applicants and they will be provided with information such as hours, salary and benefits. In conjunction with utilizing the local One-Stops, we occasionally post open positions in the local and regional newspapers. Low Country Health Care System, Inc. is an equal opportunity employer and hires regardless of age, race, or creed.