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| **EMPLOYMENT APPLICATION DISCLAIMER** |

In consideration of my employment I agree to conform to the employment policies of the Tampa VA Research and Education Foundation, Inc. (TVAREF). I agree that my employment is “at will”. It is not to be nor is implied to be for any specific duration, and that I may resign or be terminated at any time, without advance notice, with or without cause or the requirement for me or TVAREF to have followed any particular procedure.

I also agree that my employment is not subject to any express or implied, written or oral contract or promise and that TVAREF’s employee handbook and personnel-related documents as they now exist or may be issued or revised in the future, are not to be regarded as such by me. I further agree that no supervisor, manager or TVAREF staff has any authority to make any oral or written promise or agreement inconsistent with the foregoing, other than the Executive Director of TVAREF, in writing, signed by him.

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Employee’s Signature

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Employee’s Printed Name

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Date Signed