

HB-101	Employees Handbook			
	<p style="text-align: center;"><b>Cumberland Road Fire Department Inc.</b></p>		Approved By	
			Steven Parrish, Fire Chief	
<p style="text-align: center;">Nature of Employment</p>			Effective Date	Revised Date
			7-21-1999	1-5-2015

### Nature of Employment

Employment with Cumberland Road Fire Department is voluntarily entered into, and the employee is free to resign at will at any time, with or without cause. Similarly, Cumberland Road Fire Department may terminate the employment relationship at will at any time, with or without notice or cause, so long as there is no violation of applicable federal or state law.

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between Cumberland Road Fire Department and any of its employees. The provisions of the handbook have been developed at the discretion of management and, except for its policy of employment-at-will, may be amended or canceled at any time, at Cumberland Road Fire Department's sole discretion.

These provisions supersede all existing policies and practices and may not be amended or added to without the express written approval of the chief executive officer of Cumberland Road Fire Department.