CALIFORNIA STATE UNIVERSITY, FRESNO FOUNDATION

NATURE OF EMPLOYMENT

The relationship between employees and the California State University, Fresno Foundation (Foundation) is for an unspecified term and is considered employment at-will. No manager, supervisor or employee of the Foundation has authority to enter into any agreement for employment for any specified period of time or to make any agreement for employment other than at-will. Only the Executive Director has the authority to make any such agreement and then only in writing, signed by the Executive Director and indicating it is intended as a modification of a particular employee's at-will status. Consequently, the employment relationship with any employee can be terminated at will, either by the employee or the Foundation, with or without cause or advance notice. The Foundation can also demote and change pay and duties of any employee at-will.

All employees should be aware that the Foundation is not governed by collective bargaining. Although some benefits and policies may be the same or similar to those of the University, the Foundation has developed its own policies and procedures under California law, the California Code of Regulations, the Education Code, and under directives and policies by the Trustees and the Chancellor of The California State University system. The Foundation is a private employer under the Internal Revenue Code and is not a State agency.

All student employees should be aware that employment with the Foundation is for a maximum of twenty (20) hours per week during the academic year. If a Foundation student employee were to be concurrently employed through California State University, Fresno, the employee will work a maximum of twenty (20) hours per week, combined.

Any questions should be addressed to the Foundation Human Resources Department or the Executive Director for clarification. University employees may not be familiar with the policies and procedures of the Foundation and may not be able to provide accurate information.

Acknowledgment:

I have entered into my employment relationship with the Foundation voluntarily and acknowledge that there is no specified length of employment. I understand that I or the Foundation can terminate the relationship at-will, with or without notice or cause, at any time.

_____
Employee's Name (Printed)

_____ _____
Employee's Signature Date