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*Policy Name: EMPLOYEE AT-WILL EMPLOYMENT POLICY*

*Policy Owner: Director*

*Policy Code: 132*

*Policy Effective Date: January 18, 2017*

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### 132.1 – Policy

All positions at Montana Barber Institute (MBI) are defined as "at-will," except for benefits eligible positions. At-will positions are those where employment and compensation can be terminated with or without cause and with or without notice. In accordance with the definition of non-benefits eligible employees, the employment relationship is defined as being temporary in nature. Accordingly, non-benefits eligible employees do not have a right to an expectation of continued employment.