

## At-Will Employment Agreement

In consideration of my employment with the University of Southern California (the "University"), I understand that my employment and compensation are at-will and therefore can be terminated, with or without cause, at any time without prior notice, at my option or the University's option. This at-will employment relationship will remain in effect throughout my employment with the University unless it is specifically modified by an express written employment agreement executed by an authorized representative of the University and me. I understand that this at-will employment relationship may not be modified by any oral or implied agreement, and that no employee handbook, nor any course of conduct, practice, policy, award, promotion, performance evaluation, transfer, or length of service can modify this at-will relationship.


I acknowledge that I have carefully read this Agreement, that I understand its terms, and that I have entered into this agreement voluntarily. I further acknowledge that I have been given the opportunity to discuss this Agreement with my private legal counsel before signing it and have availed myself of that opportunity to the extent I wish to do so.

### Agreed:

\_\_\_\_\_  
Date (mm/dd/yyyy)

\_\_\_\_\_  
Employee's full name

\_\_\_\_\_  
Employee signature

By:   
\_\_\_\_\_  
Todd R. Dickey  
Senior Vice President, Administration  
University of Southern California