

AT-WILL EMPLOYMENT

Kentucky law provides that, in the absence of a written employment contract (including commitment for employment for a specific length of time), a person's employment may be ended at the will of either the employee or the employer. Consistent with this basic rule of Kentucky law, the Company hires/employs all of its employees on an at-will basis. At-will employment status provides both employees and their employers with the necessary flexibility to adapt to changing needs, conditions, or desires. No person other than the President/CEO has the authority to deviate from this policy in a specific circumstance, and any such deviation must be documented in writing; this will normally take the form of an Employment Agreement signed by both the President/CEO and the employee.

Nothing in this document is intended to or creates an employment agreement, express or implied. Nothing contained in this or any other material provided to the employee is expected to be, nor should it be, construed as a contract that employment or any benefit will be continued for any period. In addition, no company representative is authorized to modify this policy for any employee or to enter into any agreement, oral or written, that changes the at-will relationship.

Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons and are not intended and do not create an employment contract for any specific period of time.

Nothing in this statement is intended to interfere with, restrain, or prevent concerted activity as protected by the National Labor Relations Act. Such activity includes employee communications regarding wages, hours, or other terms or conditions of employment. Employees have the right to engage in or refrain from such activities.