



EMPLOYEE DISCLAIMER OF EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT

J P Systems is an At-Will organization. Employment with J P Systems, Inc., is a voluntary one and is subject to termination by the employee or J P Systems, Inc. with or without cause, and with or without notice, at any time.

I understand that employment AT-WILL means that either the company or I have the right to terminate my employment at any time and for any reason not otherwise prohibited by law.

At-Will policy may not be modified by any officer of the company or employee and shall not be modified in any of J P System's corporate documents. The only exception to this policy is a written employment agreement approved at the discretion of the President or the Board of Directors, whichever is applicable.

These personnel policies are not intended to be a contract of employment or a legal document.

Employee Signature

Employee Printed Name