

**Oral Roberts University**

**EMPLOYEE HANDBOOK  
DISCLOSURE AND SIGNATURE PAGE**

I understand this handbook contains information regarding Oral Roberts University's (ORU) employment policies and benefits for associates. I acknowledge that the contents of this handbook are informational only, not conditions of continued employment.

I acknowledge ORU reserves the right to modify, revoke, suspend or terminate any or all of the policies and benefits contained in the handbook. I acknowledge ORU subscribes to the doctrine of "employment-at-will" and that the handbook does not create an employment contract with ORU. Employment-at-will means either I or ORU may terminate the employment relationship at any time, for any reason, with or without cause or notice.

I have been given the Employee's Employment Policies and Benefits Handbook and fully understand its contents should be read in their entirety during my first week of employment. If I leave ORU I will return this manual to my immediate supervisor or the Human Resources Department. If I fail to do so I understand I will be charged \$5.00 for the handbook. This amount must be paid at the time I pick up my final paycheck in the Human Resources department.

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EMPLOYEE'S SIGNATURE

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DATE