



La Posada Providencia's INTRODUCTORY PERIOD POLICY

Purpose

The purpose of this policy is to remind employees of the Company's introductory period and the "at-will" employment relationship between the Company and its employees.

Policy

New employees, whether part-time or full-time, have an introductory employment status for ninety (90) working days. During this period, you will have an opportunity to learn your new position and see whether you are satisfied with your employment at La Posada Providencia, and we will use the introductory period to see if you are able to perform the job duties required by the position.

In addition to the 90 day introductory period, employees will receive a performance review at 6 months and 1 year.

Employment may be terminated without notice at any time during this period. Completion of this introductory period is also not a guarantee of continued employment. During the entire course of your employment, you are an "at-will" employee, so either you or La Posada Providencia may terminate your employment with or without cause, and with or without notice, as long as it is consistent with any and all applicable laws.

During your introductory period, you will accrue, but not be eligible to use any vacation.

The introductory period may be extended at the discretion of La Posada Providencia, as it deems appropriate.