

**Union Friendly  
Employment at Will**

Employment at **VMDO** is on an at-will basis unless otherwise stated in a written individual employment agreement signed by the Management Team. Within our firm the following roles receive employment agreements: Associates, Senior Associate, Principals (Shareholders/ Architects), and Founding Partners.

Employment at-will means that either the employee or the company may terminate the employment relationship at any time, for any reason, with or without notice.

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. VMDO staff have the right to engage in, or refrain, from such activities.