



## PROBATIONARY PERIOD

Each new employee of Riverside Contracting, Inc. will undergo a **ONE YEAR** probationary period, commencing on their first day of employment. This probationary provides the employee and Riverside Contracting an opportunity to see if the employee's work is satisfactory and if the employee is suited to their position. During the probationary period, the employee is able to resign with notice for any or for no reason, likewise Riverside Contracting, Inc. is able to dismiss the employee with notice for any or for no reason.

### **Montana Code Ann. (2019) § 39-2-904:**

- (2) (a) *During a probationary period of employment, the employment may be terminated at the will of either the employer or the employee on notice to the other for any reason or for no reason.*

I \_\_\_\_\_, understand that I am subject to a **ONE YEAR** probationary period. I may be dismissed for any or for no reason and I may resign for any or for no reason for a period of one-year from my first day of employment.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date