

Introductory Period

1. The introductory period is an extension of the selection process and may be considered a probationary period of employment.
2. Each employee is in an introductory period of employment for the first 90 days of employment. During this time, employees may be continuously observed by their supervisors to ensure that they satisfactorily fulfill the requirements of their positions. Observations of unsatisfactory performance may be carefully evaluated and documented. Depending upon an employee's performance, it is possible that the employee may be terminated prior to the expiration of the three (3) month introductory period.
3. Completion of the introductory period may be followed by a performance review.
4. Completion of the introductory period does not imply "permanent" status, merely "regular" status.
THE EMPLOYMENT RELATIONSHIP CONTINUES TO BE AT THE WILL OF BOTH PARTIES SUCH THAT ALL EMPLOYEES OF CONVERSE UNIVERSITY MAY RESIGN AT ANY TIME FOR ANY REASON AND WHO MAY ALSO BE TERMINATED AT ANY TIME FOR ANY OR NO REASON.