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| **SEN-ORGANIC SMALL PLATE, LLC**  2901 W Cary St, Richmond VA 23221 (804) 355-0736 INFO@SENORGANICSMALLPLATE |
| *Version 1 – March 8, 2*018 |

#### ACKNOWLEDGMENT OF PROBATIONARY PERIOD

(90 Day Work Trial Employment Agreement)

The first ninety (90) days of employment of all employees are considered an initial probabtionary period. During the initial ninety (90) day period of employment at Sen-Organic Small Plate, an employee’s peformance and adherence to Sen-Organic Small Plate’s Employee Handbook will be closely monitored. Sen-Organic Small Plate will consider the employee’s ability to satisfactorily perform the essential functions of his or her job; and to observe and evaulate the employee’s work habits and conduct, including proper attendance and the employee’s relationship with coworkers and supervisors.

During the initial ninety (90) day probationary period, Sen-Organic Small Plate will have the opporuntiy to determine the employee’s suitability for the position. If the employee’s performance is not satisfactory, his or her employment may be terminated at any time during the initial ninety (90) day probationary period without giving notice.

**At Will Employment:** Sen-Organic Small Plate, LLC is an employment-at-will company. You, the employee may terminate your employment at any time, for any reason or for no reason at all. Likewise, the Company, Sen-Organic Small Plate, LLC may terminate your employment at any time, with or without cause or advance notice.

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I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (New Employee’s Name) understand that the first ninety (90) days of my employment will be a training/probationary period. After the ninety (90) day period the management of Sen-Organic Small Plate, LLC will evaluate my work in order to become a regular employee. If management determines, for any reason, I am not performing my job responsibilities adequately, I understand they have the right to terminate my employment at any time during this period.

I understand that SEN-ORGANIC SMALL PLATE, LLC is an employment-at-will company. I can terminate my employment at any time, for any reason or for no reason at all. Likewise, the Company can terminate my employment at any time, with or without cause or advance notice.

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Signature – New Employee Date Signed

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Social Security Number Effective Date of Hire End of Probationary Period