

# Self-Determination Employment Notice

**The following outlines the employment relationship between employee and employer under the Self-Determination program. TARC, Inc. as Fiscal Agent serves as the payroll and reporting agent for the Employer listed below. The Employer is the person supported who operates as a sole proprietorship.**

- The employment relationship between employee and employer is at-will. At-will employment allows the relationship to be terminated by either the employer or the employee, with or without cause, at any time. The at-will employment relationship cannot be changed by any written document, or by conduct, unless such change is specifically acknowledged in writing by the authorized representative of the sole proprietorship.
- The employer and guardian/personal administrator (PA) is listed below and serves as the authorized representative. Any employment related questions or concerns should be directed to the employer and guardian/PA.
- Each employee is a mandated reporter regarding Abuse, Neglect, and/or Exploitation (ANE) of a vulnerable person.

By signing below, you acknowledge and understand the at-will employment relationship between you and the employer listed herein as well as the mandated reporter duties.

Name of Employer: \_\_\_\_\_

Guardian/ PA: \_\_\_\_\_

Employee Signature: \_\_\_\_\_ (Date) \_\_\_\_\_