



Employment Notices and Acknowledgments

Compensation

When communicating with a borrower, employee, vendor, investor, or any other party involved with a loan, providing information known to be false or intentionally misleading will result in forfeiture of all variable pay for the applicable period and may result in additional disciplinary action.

Employment Relationship

The offer letter is intended only as a summary of the principal terms of employment and is not intended to create a contract of employment for any definite period of time. Employment with Orion Financial is on an at-will basis, which means that either you or the credit union may terminate the employment relationship at any time, with or without notice, for any lawful reason.

Non-Disclosure Representation

It is the Company's policy that current and future employees must not share, disclose, or cause others to disclose to the Company any information or materials belonging to other individuals or companies that are proprietary or confidential in nature. Employees must also not induce the Company to use such information or materials. To the best of your knowledge, you are not bringing any confidential or proprietary information from a current or former employer to Orion Financial. Any agreements between you and a former employer, as well as any disputes related to those agreements, remain your sole responsibility.

Any information regarding Orion Financial member accounts, financial data, or personal information is strictly confidential. Employees must never discuss this information with anyone other than co-workers who have a legitimate business need to know such information.

Employees are also prohibited from accessing confidential information that is unrelated to their job responsibilities, including information maintained electronically. Improper access, use, or removal of confidential information may result in disciplinary action up to and including termination and may also constitute a violation of federal civil or criminal law.