

RECEIPT / ACKNOWLEDGMENT

I have received a copy of the Employee Handbook and have read or had it read to me. If I have any questions regarding this handbook, I understand that it is my responsibility to ask my supervisor or other member of management about them. I recognize it is my responsibility to review the policies, practices, standards, and rules it contains, and I agree to comply with them during my employment.

I understand the information in this handbook is intended to acquaint employees with general policies, principles, standards and procedures and does not represent a contractual commitment by either Thompson Grading, Inc. or Selective HR Solutions concerning terms of employment or other matters. Both Thompson Grading, Inc. and Selective HR Solutions are free to act according to the best business judgment of management and to change, interpret, withdraw, or add to the policies, procedures and standards described in this handbook at any time without prior notice, consideration, or approval by an employee. I further understand that this handbook is not a contract between Selective HR Solutions, Thompson Grading, Inc. and me, nor is it a guarantee of any specific policies, procedures, standards, rules or length of employment. I understand that my employment is considered "employment at-will" unless I may have otherwise entered into a contractual agreement with Thompson Grading, Inc. I understand that such an agreement, between Thompson Grading, Inc. and myself is not binding upon Selective HR Solutions.

Date

Employee Signature

Employee Name Printed

*****To Supervisor: Following the employee's signature, place this page in the employee's personnel file.**