



EMPLOYEE HANDBOOK ACKNOWLEDGMENT AND RECEIPT

I HAVE RECEIVED A COPY OF THE EMPLOYEE HANDBOOK OF C & R MANAGEMENT COMPANY DATED _____. I UNDERSTAND THAT I SHOULD BECOME FAMILIAR WITH ITS CONTENTS. I ALSO UNDERSTAND:

EMPLOYMENT WITH C & R MANAGEMENT COMPANY IS AT-WILL. I HAVE THE RIGHT TO END MY EMPLOYMENT WITH THE COMPANY, WITH OR WITHOUT ADVANCE NOTICE, FOR ANY OR NO REASON. THE COMPANY HAS THE SAME RIGHT.

THE LANGUAGE USED IN THIS HANDBOOK, AND ANY VERBAL STATEMENTS BY MANAGEMENT, ARE NOT INTENDED TO CONSTITUTE A CONTRACT OF EMPLOYMENT, EITHER EXPRESS OR IMPLIED, NOR ARE THEY A GUARANTEE OF EMPLOYMENT FOR A SPECIFIC DURATION.

THIS HANDBOOK IS NOT ALL INCLUSIVE BUT IS INTENDED TO PROVIDE ME WITH A SUMMARY OF SOME OF THE COMPANY'S POLICIES.

THIS EDITION OF THE HANDBOOK REPLACES ALL PREVIOUSLY ISSUED EDITIONS. THE NEED MAY ARISE TO CHANGE THE POLICIES IN THE HANDBOOK, EXCEPT FOR THE AT-WILL NATURE OF EMPLOYMENT. THE COMPANY RESERVES THE RIGHT TO INTERPRET ITS POLICIES OR TO CHANGE THEM WITHOUT PRIOR NOTICE.

NO REPRESENTATIVE OF C & R MANAGEMENT COMPANY OTHER THAN THE OWNER/OPERATOR, HAS THE AUTHORITY TO ENTER INTO AN AGREEMENT OF EMPLOYMENT FOR ANY SPECIFIED PERIOD, AND ANY SUCH AGREEMENT MUST BE IN WRITING, SIGNED BY THE OWNER/OPERATOR AND MYSELF. WE HAVE NOT ENTERED INTO SUCH AN AGREEMENT.

Employee's Name in Print

Signature of Employee

Date Signed by Employee

TO BE PLACED IN EMPLOYEE'S PERSONNEL FILE