

### Acknowledgement of receipt and understanding

I acknowledge that I have received a copy of Company's Employee Handbook. I agree to read it thoroughly, including the statements in the foreword describing the purpose and effect of the Handbook. I agree that if there is any policy or provision in the Handbook that I do not understand, I will seek clarification from Management. I understand that Company is an "at will" employer and as such employment with Company is not for a fixed term or definite period and may be terminated at the will of either party, with or without cause, and without prior notice. No supervisor or other representative of the Company (except the Managing Partners) has the authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the above. In addition, I understand that this Handbook states Company's policies and practices in effect on the date of publication. I understand that nothing contained in the Handbook may be construed as creating a promise of future benefits or a binding contract with Company for benefits or for any other purpose. I also understand that these policies and procedures are continually evaluated and may be amended, modified or terminated at any time. I also understand that new policies may be added as the Company grows.

*Reconozco que he recibido una copia del manual de empleado de Thirty8North, LLC y que se ha traducido para mí en español. Convengo que si hay alguna parte del manual que no entiendo, yo buscare la clarificación de mi empleador. Entiendo que estas políticas y procedimientos pueden ser continuamente enmendadas, modificadas o terminadas en cualquier momento. También entiendo que nuevas políticas pueden ser agregadas durante los proximos anos durante el crecimiento de la compania.*

Please sign and date this receipt and return it to Management.

Signature

Date

Please Print Your Name

Date

Manager Signature

Date