

Acknowledgement Form

The policies and guidelines in this handbook have been adopted voluntarily by The Arnold Group and are not intended to give rise to contractual rights or obligations, nor to be construed as a guarantee of employment for any specific period of time or any specific type of work.

I understand this handbook is not intended to cover every situation that may arise during my employment, but is simply a general guide to TAG's goals, policies, practices, benefits and expectations. I understand I am an "at will" employee, meaning that my employment is for no definite period of time and may be terminated with or without cause by myself or by TAG at any time.

I also understand that, except for the at-will status, TAG reserves the right to interpret, amend, modify or cancel and withdraw any or all sections or provisions of this handbook at any time with or without notice. The most current *TAG Associate Handbook* can be viewed and downloaded at: www.the-arnold-group.com.

By my signature below, I acknowledge, understand, accept and agree to comply with the information contained in the *TAG Associate Handbook*.

Employee Name (Print) / Date

Social Security Number

Employee Signature

Witness Signature / Date

This acknowledgement is to be included in the employee's personnel file.