ACKNOWLEDGMENT & AGREEMENT
REGARDING RECEIPT OF EMPLOYEE HANDBOOK

This is to acknowledge that I have received a copy of TUC Employee Handbook ("Handbook"). I understand that it is my responsibility to read the Handbook and to abide by the rules, policies and standards set forth in it. I understand that the contents of this Handbook are presented solely as a matter of information and guidance, and that this Handbook is not intended to be, nor should it be viewed as, either an express or implied contract between TUC and me.

I further understand that TUC maintains a policy of at will employment with respect to both the duration and terms and conditions of the employment relationship. This means that TUC reserves the right to change the terms and conditions of the employment relationship or to terminate that relationship at will, with or without cause or prior notice. I also understand and agree that TUC's policy of at-will employment is not subject to change other than through an express written agreement signed by me and TUC's Executive Director.

I understand that the foregoing agreement concerning my employment at will status and TUC's right to determine and modify the terms and conditions of employment is the sole and entire agreement between me and TUC concerning the duration of my employment, the circumstances under which my employment may be terminated, and the circumstances under which the terms and conditions of my employment may change. I further understand that this agreement supersedes all prior agreements, understandings, and representations concerning my employment with TUC. I understand that, except for TUC's policy of employment at-will, TUC reserves the right, in its sole and absolute discretion, to change, supplement or rescind all or any part of the practices, procedures or benefits described in the Handbook as it deems necessary, with or without prior notice.

_____   _____
Employee's Signature   Date

_____
Employee's Name Printed
TO BE PLACED IN EMPLOYEE'S PERSONNEL FILE