

EMPLOYEE ACKNOWLEDGEMENT STATEMENT

This is to acknowledge that I have reviewed a copy of Provisional Services, Inc. Employee Handbook. I understand that the handbook provides general guidelines and summary information about some of Provisional’s personnel policies, procedures, benefits, Substance Abuse Policy, and Accident Prevention Policy, but it is not intended to be all inclusive of Provisional’s policies. I also understand that it is my responsibility to read, understand, become familiar with, and comply with Provisional/client standards that have been established. I further understand that the company reserves the right to modify, supplement, rescind, or revise any benefit or policy form time to time, with or without notice, as it deems necessary or appropriate.

I also acknowledge that both Provisional and I have the right to terminate the employment relationship at any time, with or without cause or advance notice, and that this employment “at will” relationship will remain in effect throughout my employment with Provisional unless it is specifically modified by an express written agreement signed by me and the Management of Provisional.

I further acknowledge that my employment “at will” relationship may not be modified by any oral or implied agreement. **I acknowledge that failure to complete a job assignment as agreed upon will be considered a voluntary quit and may make me ineligible for subsequent job referrals.**

Employee’s Name (Please print)

Provisional

Employee’s Signature

Date