

Employee Manual Acknowledgement Form

I have received a copy (hard copy or access to an electronic version) of the Sebring Soda & Ice Works employee handbook. I agree to read thoroughly. I understand that if there is any policy or provision in the employee handbook that I do not understand, I am required to seek clarification from the management or owners. I understand that my employment is at-will and nothing in this handbook, in any way, creates an expressed or implied contract of employment. I understand that the handbook is an overview of policies and procedures. In effect as of the day of publication, and the policies and procedures to which it refers may be amended, modified, or discontinued at any time for any reason by the company, at its sole discretion, without notice.

I understand that either the company or I can terminate my employment at-will at any time, with or without cause or without notice.

This page must be signed and received by the management or owners within 1 week of employment.

Employee Name

Employee Signature

Date