



Acknowledgement of Receiving the Employee Manual, Rev 8: February 2018

I acknowledge that I am an employee at will and, as such, may resign my employment with TDI-Brooks International, Inc., B&B Laboratories, Inc., or GEO3, Inc. [collectively or individually known as the "Company"] with or without reason, and with or without advance notice. Similarly, I further acknowledge that the Company may terminate my employment at any time with or without reason, and with or without advance notice.

I acknowledge that no written policy of the Company is a contract or other legal guarantee that the company will continue any practices described in the written policy manual.

I acknowledge that I have received, and will read, the policies contained in this manual and I agree to comply with such policies and practices as a condition of my employment.

Specifically, I acknowledge that I have read the Illegal Drugs, Alcoholic Beverages, and Firearms sections and I agree to abide by the terms of these policies as a condition of my employment. I hereby consent to disclosure by the Company and its agents, including but not limited to any collecting and testing agencies, of my drug and alcohol test results and any related information to the specific requisitioning Client and its affiliate, and its authorized agents, assigns, or representatives or any other entities required by law.

Employee (Print Name)

Employee (Signature)

Date Signed: _____

Witness by a Company Representative

(Print Name)

(Signature)

Date Witnessed: _____