

Employee Acknowledgement of Handbook

I acknowledge that I have received the employee handbook for review.

I understand that there may be changes to the information, policies, and benefits in the handbook. Company policy changes can only be made by Kalamazoo Sportswear and Regalia management.

This handbook will be updated periodically as the federal, state, and local labor laws require. The handbook is not meant to be the definitive source for all Human Resource related information, and it is recommended that employees independently validate said information with federal and state governing authorities, as well as seek outside legal counsel when required.

I understand that I became an employee of that Kalamazoo Sportswear and Regalia voluntarily. I acknowledge that there is no specified length to my employment and that my employment is "at will."

I understand that "at will" means that I may terminate my employment at any time, with or without cause or advance notice. I also acknowledge that "at will" means that that Kalamazoo Sportswear and Regalia may terminate my employment at any time, with or without cause or advance notice, as long as they do not violate federal or state laws.

I understand that it is my responsibility to read and comply with all policies included within the employee handbook. I further understand that I should consult KSR Management regarding any questions I may have.

Employee Signature: _____ Date: _____

Employee Printed Name: _____