ACKNOWLEDGEMENT OF RECEIVING DANA KEPNER COMPANY, INC. EMPLOYEE MANUAL

I, hereby, acknowledge receipt of the Dana Kepner Company, Inc. Employee Manual. The				
information contained in this manual is accurate at the time of issue, but any or all				
information contained in this manual could change at any time. This manual will be				
updated as deemed necessary to reflect any changes in programs or policy. All changes				
to the Employee Manual will be approved by the Company President. The information in				
this manual takes precedent over any previous stated or implied policy.				

Acceptance of this Employee Manual does not affect the "at will" status of your	
employment with Dana Kepner Company, Inc.	

Signature	-	Date