



ASSOCIATE HANDBOOK ACKNOWLEDGEMENT FORM

The Associate Handbook described important information about InnoSource, and I understand that I should consult my InnoSource Account Manager regarding any questions not answered in the Handbook.

Since the information, policies, and benefits described here are necessarily subject to change, I acknowledge that revisions to the Handbook may occur. I understand that revised information may supersede, modify, or eliminate existing policies.

I have entered into my employment with InnoSource voluntarily and acknowledge that there is no specified length of employment. Accordingly, either I or InnoSource can terminate the relationship at will, with or without cause, and with or without notice, at any time. I will not rely on any statements made to me, by anyone, to the contrary.

I have been told that InnoSource has a workplace harassment policy, which is contained in this Handbook, and that InnoSource will not tolerate harassment in the workplace. I understand that I am to immediately report any harassment that occurs at work, and that InnoSource will not permit any retaliation because a complaint was made.

Furthermore, I acknowledge that this Handbook is neither a contract of employment (express or implied) nor does it contain binding representations. I have received the Handbook and I understand I am expected to read and comply with the policies contained in this Handbook and any revisions made to it.

I understand and agree that I must utilize the procedure set forth in this Handbook for any question regarding the involuntary termination of my employment with InnoSource. In consideration of the Company agreement to hire me, I further agree that any claim or lawsuit relating to my employment with the Company must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or lawsuit. I waive any statute of limitations to the contrary.

Handbook Version Received (Date on Footer):

Associate's Name: Joseph Dye

Associate's Signature:
