

ACKNOWLEDGEMENT

I acknowledge receipt of Viventium's employee handbook. I agree to read the handbook and to follow the guidelines and policies set forth in the handbook and any amendments to the handbook along with the other policies and procedures of Viventium.

I understand that I am not being hired for any definite period of time even though my wages are paid regularly. I further understand that I am an at-will employee and my employment can be terminated at any time, with or without cause and with or without prior notice either by Viventium or myself. No promises or representations have been made to me that I can be disciplined or discharged from my employment with Viventium only under certain circumstances or after certain events.

I am aware that the contents of the employee handbook are presented as a matter of information and that except for the at-will provisions, the handbook can be amended at any time. I realize that nothing in this handbook is intended to infringe upon my rights under Section Seven of the National Labor Relations Act (NLRA).

I understand and agreed that the handbook is for informational purposes only and is not intended to create a contract, nor is it a contract of employment or continuing employment between myself and Viventium. I also understand that neither the handbook nor any policy of Viventium is a guarantee or promise of employment or continuing employment. I am aware that Company policy requires employees to be hired at-will and this policy cannot be changed by any oral modifications. My at-will employment status with Viventium has been fully explained and I have been given an opportunity to ask questions regarding Company policies and my at-will employment status.

Jan 7 2018

Dated

Signature

Eyal Kornblut

Print Name