



1.2 ABOUT THIS MANAGER HANDBOOK:

This Manager Handbook for Duffy's Sports Grill contains current company policies and their respective guidelines. These policies are current as of their published date. They are intended for general reference and may be changed or updated from time to time. New policies may be added, and current policies may be withdrawn or amended at the sole discretion of Duffy's Sports Grill. All policies will be posted on the Home of Training website and on the SNAG onboarding website, also known as PeopleMatter. It is the responsibility of all Employees to remain updated on current policies. You are encouraged to check the website for updates and to coordinate with your Supervisor or the Human Resources department when you have questions regarding this Handbook.

For purposes of this Handbook, the term "Employee" refers to all Team Players, Managers, Regional Managers Directors, Vice Presidents/President, and Corporate Staff.

We have prepared this Handbook to assist you in finding the answers to many questions that you may have regarding your employment with Duffy's Sports Grill. Please take necessary time to read it.

1.3 ACKNOWLEDGMENT AND RECEIPT:

I agree to comply with the guidelines and policies set forth in the Handbook and any other guidelines or policies established by Duffy's Sports Grill during my employment.

In addition, I understand and agree that my employment is "at-will" for an indefinite period and may be terminated by Duffy's Sports Grill or myself at any time with or without cause or advance notice, provided such termination does not violate local, state, or federal laws.

Periodically, it may be in the best interest of Duffy's Sports Grill to terminate Employees on either an individual basis or during a reduction of the workforce. Duffy's Sports Grill will make these decisions at its sole discretion. In a like manner, any Employee may elect to terminate his or her employment with Duffy's Sports Grill at any time.

No Manager or other representative of Duffy's Sports Grill other than the President, Director of Human Resources, or Outside Counsel has any authority to make any statement or provide any assurance of job security, a fixed term of employment, or continued employment to applicants or to any Employee.

I also understand that confidentiality is an important aspect of the Duffy's Sports Grill work environment and that all information that is not generally known or readily ascertainable by the public must be always treated confidentially. I am aware that during my employment confidential information will be made available to me (e.g., Duffy's Sports Grill processes, financial, and other related information). I understand that this information is critical to the success of Duffy's Sports Grill, and I agree not to disseminate or use it outside of my employment. I also understand that any intellectual property that originates from or that I may develop while employed at Duffy's is the property of Duffy's Sports Grill and shall remain the exclusive property of Duffy's Sports Grill.

I understand that Duffy's Sports Grill has video cameras on their premises and that I will be recorded. I hereby



give Duffy's Sports Grill consent to record, videotape, and photograph my image and/or voice. I further understand that no special compensation or advance notice will be provided to me for use of my image.

In the state of Florida, Employees have various rights and remedies related to the contents of their personnel files. This law outlines your rights and the remedies that may be available to you if it is determined that Duffy's Sports Grill has not acted in good faith in complying with the provisions of this law. Information on the law regarding access and rights to your personnel file can be given to you by contacting the Human Resources department.

Finally, I understand that the Handbook does not constitute a contract of employment and that Duffy's Sports Grill may change, revoke, interpret, or add to any of the policies or guidelines described in the Handbook at any time, at its sole discretion, with or without prior notice. I understand that the updated policies may be available on Duffy's Sports Grill Home of Training website or from the Duffy's Sports Grill Human Resources department. It is my responsibility to review this Handbook, as well as all other policies and rules of Duffy's Sports Grill, and to comply with them.

Austin Blitz
Employee Name (please print):
[Signature] 9/1/22
Employee Signature: Date: