



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.

Steven Urbina
Employee Name (please print):

[Signature]
Employee Signature:

Date: