



ACKNOWLEDGMENT OF NEW EMPLOYEE DOCUMENTS

I acknowledge that I have received a copy of the AXIS RENEWABLE GROUP INC. employee handbook, have read it, and understand its provisions. I understand that the handbook summarizes Company's personnel guidelines and that it is furnished to me solely for my information. I further understand that none of the statements in the handbook (other than this Acknowledgment) are intended to create any contractual or other legal obligations. I also understand that Company may at any time modify or rescind any policy, benefit, or practice described in the handbook, except for its policy of at-will employment and policies required by law. I understand and agree that my employment with Company is at will and can be terminated by either me or Company without cause or notice, and that nothing in the handbook should be interpreted to the contrary. This is the entire agreement between me and Company on this subject; it supersedes any prior inconsistent representations or agreements and may only be modified in a writing signed by me and the company president. I acknowledge receipt of the following additional documents and agree to the details therein. I acknowledge that it is my responsibility to read and become familiar with the contents of these documents and to request assistance in understanding any portion of it that is not clear to me.

1. OFFER LETTER WITH JOB DETAILS
2. TECHNICIAN MOBILIZATION POLICY
3. CONFIDENTIALITY AGREEMENT
4. EXPENSE REIMBURSEMENT POLICY
5. RECORDS MANAGEMENT POLICY
6. BRING YOUR OWN DEVICE POLICY
7. QUALITY MANUAL
8. SAFETY MANUAL
9. LABOR CODE 2810.5 – SIGNATURE REQUIRED
10. FORM W-4 – SIGNATURE REQUIRED
11. FORM I-9 – SIGNATURE REQUIRED

Employee Signature

Employee Name

Employee Bank Information for ACH Deposits:

Bank: _____

Name on Account: _____

Routing: _____

Account: _____

Employee Phone: _____

Employee Email: _____

Home Airport(s): _____

RETURN TO HR@AXISRG.COM