

# HANDBOOK ACKNOWLEDGMENT FORM

The employee handbook describes important information about PAX Technology, Inc. (PAX) or (Company), and I understand that I should consult my supervisor regarding any questions not answered in the handbook. I have entered my employment relationship with PAX voluntarily and acknowledge that there is no specified length of employment. Accordingly, either PAX or I can terminate the relationship at will, with or without cause. I understand the policy of employment-at-will may only be altered if in writing and signed by me and the CEO of the Company.

Since the information, policies, procedures, and benefits described in the handbook are necessarily subject to change, I acknowledge that revisions to the handbook may occur, except to PAX's policy of employment-at-will. Future handbook changes will be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies. Only a member of The Executive Team of PAX has the authority to adopt any revisions to the policies in this handbook.

Furthermore, I acknowledge that this handbook is neither a contract of employment nor a legal document. I have received the handbook, and I understand that it is my responsibility to read and understand the policies contained in this handbook and any revisions made to it.

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Employee's Name (Print):

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Employee's Signature:

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Date:

*Rev: February 2022 ver.2*