

EMPLOYEE ACKNOWLEDGMENT OF HAVING RECEIVED THE REVSPRING, INC. TEAM MEMBER HANDBOOK

I acknowledge that I have received a copy of the RevSpring, Inc. Team Member Handbook (the “Handbook”) which is the governing handbook for RevSpring, Inc. I will read and agree to company with the provisions of the Handbook. I also understand that RevSpring, Inc. reserves the right to change or cancel any of the provisions of the Handbook at any time without prior notice, and that changes to the Handbook will become effective as soon as authorized by Management, and communicated as soon as possible.

I understand the Handbook reflects the current employment policies of RevSpring, Inc. and that it replaces and supersedes any prior policies, procedures, manuals or handbooks. I acknowledge that this Handbook is a statement of policies and procedures and is not a guarantee of employment. I am fully aware that the Human Resources Department is willing to explain any section of the Handbook which I may wish to discuss or about which I have a question.

I understand only the President and CEO of RevSpring, Inc. is authorized to approve a personnel policy, procedure or payment plan which binds the organization contrary to this handbook and, then, only in writing actually signed by both the President and CEO and me. No management person subordinate to the President & CEO has the authority to bind the organization with respect to any personnel policy or procedure concerning any matter including but not limited to wages, hours and working conditions without express written approval of the President and CEO.

I understand that in the event a team member has a separate employment agreement and to the extent any of the provisions of this document conflict with the employment contract, the employment contract shall prevail.

I understand and agree that my employment with RevSpring, Inc. is on an “at-will” basis. This means that both RevSpring, Inc. and I have the right to terminate the employment relationship at any time with or without notice, cause or reason.

Pravallika Gongati

**Team Member Name (Printed)**

**Team Member Signature & Date**