

## **EMPLOYEE ACKNOWLEDGEMENT**

I hereby acknowledge that I have received a copy of Sterling's Employee Handbook. I understand that the contents of this handbook are for general information and guidance and it does not constitute a contract. I understand that it replaces and supersedes any previous policies, manual or communications, whether written or oral. I further understand that all contents in this Employee Handbook are subject to change in accordance with applicable laws, but employees will be advised of any changes. I understand that I must refer to the on-line version of the handbook for the most current and up-to-date version of all topics.

I have entered my employment relationship with Sterling voluntarily and acknowledge that there is no specified length of employment. Employees have the right to terminate the employment relationship with Sterling at any time, with or without notice, for any reason. The Company has the same right to terminate the employment relationship at any time, with or without notice, for any reason not prohibited by law. The Company retains sole discretion to add, delete, or change anything contained in this handbook except employment-at-will.

No employee or representative of Sterling has the authority, at present or in the future, to promise any benefit or enter into an agreement for employment, oral or written, which in any way conflicts with this Employee Handbook or any of these statements, for any specified period of time and no person other than Executive Management has the authority to change any policy, benefit, rule or procedure as stated in this handbook.

It is my responsibility to read and understand the contents of this Employee Handbook and including the topics on harassment, attendance, drug and alcohol use, and safety. If I do not understand any provision of the handbook, I shall contact my Manager or Human Resources for clarification.

Employee Signature Justice McKinney

Print Name Justice McKinney

Date 02/14/2026

***Note: All employees will be required to acknowledge receipt of the Employee Handbook by signing this acknowledgement. Additional acknowledgements are included in addendums for employees in the following states: California, Massachusetts, Montana, New Jersey and New York.***

***This copy is to be removed and placed in the employee's personnel file.***

# Signature Field Information

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| Signed By:   | McKinney, Justice (2507615)                 |
| Signed At:   | 2026-02-14 23:28:23 UTC                     |
| Signed From: | 97.224.111.45                               |
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