



STERLING

TECHNICAL RECRUITMENT | PROJECT SERVICES | BUSINESS RESULTS

CONSENT TO ELECTRONIC DELIVERY OF REQUIRED ANNUAL NOTICES, BENEFIT PLAN DOCUMENTS, AND COMPANY UPDATES

Email communication allows for quick exchange of forms or other documentation. Sterling Staffing & Sterling Engineering, Inc., "Sterling", requests electronic delivery via electronic mail, "email", of all required annual notices, benefit plan documents, and revisions or updates regarding Sterling policy, procedures, and the like.

By signing this document, "the employee", Justice McKinney, acknowledges that they may receive from Sterling a paper copy of any documents delivered electronically at no cost to the employee by contacting Sterling by telephone or in writing at (708) 603-4301 or HR@sterling-engineering.com. The employee further acknowledges that they will be provided with a paper copy of any documents if the attempted electronic delivery of such documents fails.

The employee may revoke their consent to the electronic delivery of documents or may change the email address to which documents are to be delivered at any time by notifying Sterling of revoked consent or revised email address by telephone or email at (708) 603-4301 or HR@sterling-engineering.com. Finally, the employee understands that they are not required to consent to electronic delivery of documents.

☒ I, Justice McKinney, consent to electronic delivery of required annual notices, benefit plan documents, and company updates.

Justice McKinney

Name

Justice McKinney

Signature

02/14/2026

Date

☐ I, {Employee name}, do not consent to electronic delivery of required annual notices, benefit plan documents, and company updates.

Name

Signature

Date

TWO WESTBROOK CORPORATE CENTER STE. 300, WESTCHESTER, IL 60154

Signature Field Information

Field:	worker#do-consent:signature (625588ff488dca87db9056c8)
Signed By:	McKinney, Justice (2507615)
Signed At:	2026-02-14 23:21:15 UTC
Signed From:	97.224.111.45
Page:	1
X:	0.98
Y:	6.47