HANDBOOK ACKNOWLEDGMENT AND DISCLAIMER

I _____, have downloaded the employee manual from emloyee.bodihow.com, or received a copy, read, understood, and agree to comply with the Employee Handbook for Bodihow Brewpub LLC, DBA Bodihow Brewing Company, dated _____, and understand all the information presented. I have been given an opportunity to ask any questions I may have and have received satisfactory answers to all of my questions. I understand that the company has the maximum discretion permitted by law to interpret, administer, change, modify, or delete the rules, regulations, procedures, and benefits contained in the handbook at any time, with or without notice. No statement or representation by a supervisor, manager, or any other employee, whether oral or written, can supplement or modify this handbook. Changes can only be made if approved in writing by a member of the company. I also understand that any delay or failure by the company to enforce any rule, regulation, or procedure contained in the handbook does not constitute a waiver on behalf of the company or affect the right of the company to enforce such rule, regulation, or procedure in the future. I understand that this Employee Handbook in no way establishes or implies an employee contract. I understand that I am an employee "at will" which means that I am free to terminate my employment with Bodihow Brewpub LLC, DBA Bodihow Brewing Company, at any time, for any reason. Similarly, Bodihow Brewpub LLC, DBA Bodihow Brewing Company, may terminate me for any reason, or for no reason at any time. I have read the policy on discrimination/harassment and understand that I have a duty to report to Bodihow Brewpub LLC, DBA Bodihow Brewing Company, all acts of discrimination/harassment that I either witness or am involved with. This handbook is not intended to preclude or dissuade employees from engaging in legally protected activities under the National Labor Relations Act (NLRA). This handbook supersedes any previous handbook or policy statements, whether written or oral, issued by Bodihow Brewpub LLC, DBA Bodihow Brewing Company,. If I have any questions about the content or interpretation of this handbook, I will contact my manager. **I agree to comply with, and enforce, ALL the rules, policies, and procedures set forth in the Employee Handbook.**

Employee's Signature: _____

Print Employee Name: _____

Date: _____

Witnessed: _____