

Senior Freedom Inc.

Employee Handbook Acknowledgement

Acknowledgment of Receipt and Understanding

By signing below, I acknowledge that I have received a copy of the Employee Handbook for my reference as to procedures, work rules and benefits. This Handbook and is intended as a guide, not a contract, and are not a guarantee of any rights, privileges or conditions of employment. Contents of the Handbook and State Supplement are subject to change at any time by Senior Freedom Inc. (the "Employer"). No one has the authority to make any oral promises to or contracts with an applicant or Employee on behalf of the Employer.

I understand and agree that, unless I have a separate, written individual contract with my Employer stating otherwise, I am employed with my Employer "AT WILL". This means that either my Employer or I may end the relationship at any time for any reason. Neither this Handbook nor the State Supplement should be construed as an employment contract.

I certify that I have retained a copy of this acknowledgement for my records.

Signature

Date

Print Name

Social Security Number