



POLICY ACKNOWLEDGMENT AND RECEIPT

I have been advised to access the ABLED, Inc. Policies on the website: www.abledinc.com.

I understand that these Policies are not a contract.

Notwithstanding any other provision of the Policies, employment with ABLED, Inc. is "at will" and I may be terminated at any time by ABLED, Inc. or by me with or without notice or cause.

I understand that this arrangement may be changed only by written agreement signed by me and the Chief Executive Officer of ABLED, Inc.

I understand that from time to time I may receive compensation increases, performance reviews, promotions, demotions, disciplinary action and the like, none of which is intended to alter the at-will nature of my employment with ABLED, Inc.

I understand that I should not rely on any statements, promises or representations, written or oral, from anyone in ABLED, Inc., that contradict ABLED, Inc.'s right to terminate my employment at any time, with or without notice or cause.

I authorize deduction from my paycheck for the cost of any ABLED, Inc. property issued to me that I fail to return in good condition (normal wear and tear excepted) when asked to do so, or for any other amounts that I owe ABLED, Inc.

I understand and acknowledge receipt of the ABLED, Inc. web address for all ABLED, Inc. policies. I agree to abide by these policies.

Staff (Print) _____ Date _____

Signature _____