**RECEIPT & ACKNOWLEDGEMENT OF EMPLOYEE MANUAL**

This Employee manual, originally published in April 2010, replaces and supersedes all previous manuals for Burners, Inc.

* I have received instructions on how to view the Burners, Inc. Employee Manual online (<http://www.burnersinc.com/documents/employeemanual.pdf>). I understand that I am to read and become familiar with the contents. If I have questions, I understand that I should speak with the Human Resources Dept.
* I further understand that the policies, rules and benefits described in this manual are subject to change at any time. I will be advised if the contents are changed in any way and Burners, Inc. may require an additional signature from me to indicate that I am aware of and understand any new policies.
* This manual represents a summary of the more important Company guidelines at the time of publication and is not intended to be all-inclusive. In all instances, the benefit plan texts, trust documents and master contracts, as appropriate, are the governing documents. The Employee Manual, personnel policies, benefit plan texts, trust agreements, or master contracts are not employment contracts.
* This Manual is not intended to, nor does it create promises or representations of continued employment. I understand that my employment is terminable at will, either by myself or Burners. Inc., regardless of the length of employment or the granting of benefits of any kind. No contract of employment other than "at will" has been expressed or implied. No circumstances arising out of my employment will alter my "at will" employment relationship unless expressed in writing, with the understanding specifically set forth and signed by the President of Burners, Inc. and myself.
* I am aware that, during the course of my employment, confidential information may be made available to me, i.e., product designs, marketing strategies, customer lists, pricing policies and other related information. I understand that this information is critical to the success of Burners. Inc. and fr1ust not be given out or used outside of Company premises or with any non-Burners, Inc. employees. In the event of termination of employment, whether voluntary or involuntary, I agree not to utilize or exploit this information with any other individual or company.

*I understand that my signature below indicates that I have read and understand the above statements.*

Employee Signature Date

Employee Name Position

The signed original copy of this agreement must be given to the Personnel Manager to be filed in your personnel file. Any copies of the Employee Manual in your possession must be returned to Burners, Inc. upon termination of your employment.