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## Acknowledgement and Receipt

I acknowledge that I have received online access to, and I have read a digital copy of, the **Crosby's Markets** Team Member Handbook. I understand that the Handbook set forth the terms and conditions of my employment with the Company as well as the duties, responsibilities, and obligations of employment with the Company. I agree to abide by and be bound by the rules, policies and standards set forth in the Team Member Handbook.

I acknowledge that, except where required otherwise by applicable state law, my employment with the Company is at-will, meaning that it is not for a specified period of time and that the employment relationship may be terminated at any time for any reason, with or without cause or notice, by me or the Company. **I further acknowledge that only the President or their authorized representative has the authority to enter into an agreement that alters the fact that my employment with the Company is at-will. Any such agreement must be in writing and signed by the President or their authorized representative.**

I further acknowledge that the Company reserves the right to revise, delete and add to the provisions of the Team Member handbook, but that all such revisions, deletions or additions must be in writing. No oral statements or representations can change the provisions of the handbook. Furthermore, the Company's policy of at-will employment can only be changed as stated in the prior paragraph.

I understand and acknowledge that nothing in this Handbook or in any other document or policy is intended to prohibit me from reporting concerns, making lawful disclosures, or communicating with any governmental authority about conduct I believe violates any laws or regulations. I also understand and acknowledge that nothing about the policies and procedures set forth in this Handbook should be construed as interfering with any Team Member rights provided under state or federal law, including Section 7 of the National Labor Relations Act.

I have read and understand the above statements.

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Signature

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Date

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Print Name

[TO BE PLACED IN EMPLOYEE'S PERSONNEL FILE]