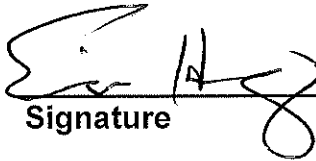


10. Any form of verbal or physical abuse in association with your assignment is grounds for immediate termination at the discretion of your account manager at CMG.
11. ESSG prosecutes employees for forgery, altered timecards, and/or theft. Penalties up to \$5,000 and/or imprisonment will be enforced.
12. **Absolutely no personal telephone calls** while you are on the premises of your job assignment. Telephone usage for business purposes should be kept to a minimum.
13. You must complete your assignment once you have agreed to work the assignment.
14. Any discussion whatsoever about wages with **anyone** at your current, previous, or future job assignment other than an account manager at CMG or a consultant at ESSG will be **immediate** grounds for termination.
15. You must have our express, written permission before accepting a permanent position with one of our clients.

ERIC HERZOG
PRINT Your Name


Signature

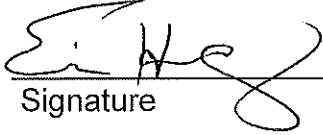
9-9-2022
Date

STATEMENT OF RESIGNATION

The company will accept the following conditions as an immediate resignation of an employee if the employee:

- Does not report for a scheduled shift
- Is involved in any unethical or illegal act while on assignment for the company
- Is tardy for assignments more than 3 times in a 60-day period
- Cancels a previously scheduled shift more than 3 times in a 60-day period

I have read and understand that any violation of the above policies will be sufficient reason for termination of my employment, and agree to its terms by my signature below:

<u>ERIC HERZOG</u>	<u></u>	<u>9.9.2022</u>
PRINT Your Name	Signature	Date

Acknowledgement of Receipt Antiharassment Policy

I certify that I have received a copy of Employer Solutions Staffing Group's Antiharassment Policy. I understand that it is my responsibility to read this policy and ask my supervisor, a member of management or to telephone Employer Solutions Group (ESSG) at **952.835.1288/1.866.496.7573** with any questions I may have about this policy. I agree to comply with ESSG's policy on Antiharassment and understand failure to comply is grounds for disciplinary action, up to and including termination.

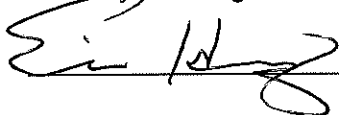
I also agree that if at any time during my employment I am involved in any employment dispute or I am subjected to any type of discrimination, including discrimination because of race, sex, age, religion, color, national origin, disability, marital, sexual orientation or veteran status, or if I am subjected to any type of harassment including sexual harassment, I will immediately contact my supervisor, manager, director or ESSG's Human Resource Department at **1-952-835-1288 / 1-866-496-7573** in order to obtain assistance in the resolution of such matters.

Employee Name (Please Print)

ERIC HERTZOG

Employee's Social Security Number: 522-49-6616

Employee's Signature:

 Date: 9-9-2022

RECEIPT OF EMPLOYEE HANDBOOK AND EMPLOYMENT-AT-WILL STATEMENT

This is to acknowledge that I have read and received a copy of the Employer Solutions Staffing Group LLC (ESSG) Assigned Employee Handbook and understand that it sets forth the terms and conditions of my employment as well as the duties, responsibilities and obligations of my employment with the company. I understand and agree that it is my responsibility to abide by the rules, policies and standards set forth in the Handbook.

I also acknowledge that my employment with ESSG is not for a specified period of time and can be terminated at any time for any reason, with or without cause or notice, by me or by the company. I acknowledge that no oral or written statements or representations regarding my employment can alter the foregoing. I also acknowledge that no manager or employee has the authority to enter into an employment agreement, express or implied, providing for employment other than at-will.

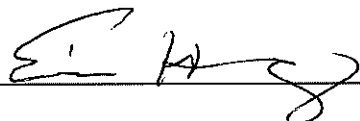
I also acknowledge that, except for the policy of at-will employment, ESSG reserves the right to revise, delete and add to the provisions of this Employee Handbook. All such revisions, deletions or additions must be in writing and must be signed by the CEO of the company. No oral statements or representations can change the provisions of this Handbook. I also acknowledge that, except for the policy of at-will employment, terms and conditions of employment with the company may be modified at the sole discretion of the company, with or without cause or notice, at any time. No implied contract concerning any employment-related decision, term of employment or condition of employment can be established by any other statement, conduct, policy or practice.

I understand the foregoing agreement concerning my at-will employment status and the company's right to determine and modify the terms and conditions of employment is the sole and entire agreement between me and ESSG concerning the duration of my employment, the circumstances under which my employment may be terminated and the circumstances under which the terms and conditions of my employment may change. I further understand that this agreement supersedes all prior agreements, understandings and representations concerning my employment with the company.

If I have questions regarding the content or interpretation of this Handbook, I will bring them to the attention of ESSG or CMG.

DATE: 9-9-2022

EMPLOYEE
NAME: ERIC HERZOG

EMPLOYEE
SIGNATURE: 

ESSG
REPRESENTATIVE: _____