



# HANDBOOK

*Journey is a Public Benefit Corporation, with a mission of creating a new generation of travelers that are driven to address the needs of our world.*

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## Section 1 – Background

### 1.1 History, Goals & Culture

#### ABOUT JOURNEY

Journey is an impact travel collective. We lead group travel experiences that are part service, part wellness/adventure, with a throughline of creating perspective shifts, building empathy, and expanding consciousness.

Our Model is a 6-day trip for 30-75 travelers, with 2 days of impact work (building schools or homes, education or environmental projects with partner nonprofits), followed by 3 days of Integration--wellness, reflection, and connection, at a retreat center or surf lodge.

In 2016 we took 200 Journeyers on trips to build 90 homes throughout Latin America, contributing nearly \$400k to social good projects, creating authentic connections with locals and helping travelers on their own personal transformative Journey. We also engage influencers and brands on trips to make a greater impact and tell a powerful story of the communities and regions we impact (check out [BC Serna](#) and [Erin](#), plus an upcoming action sports Journey with Red Bull).

#### HISTORY

In 2012, Taylor was building a crowdfunding technology company based out of Vancouver (changeheroes.com) and Amy was working for an anti-sex trafficking organization in NYC. He had been a successful real estate agent in BC, but sold his share in his company when he took a trip to Kenya and Uganda that left him forever changed. He came home and funded a schoolhouse like the one he had seen, which led to building a video-driven crowdfunding platform allowing 33 friends to give \$3.33/day for 3 months and raise \$10,000, all through personal video asks.

In 2014, Amy came onboard to lead business development for Change Heroes by leveraging her expertise and relationships in the nonprofit world. After over 15,000 people gave through the platform, Taylor and Amy took a step back and asked themselves if this technology platform was truly accomplishing social change and scaling empathy: which was what got each of them into the social sector to begin with. There was something more to create, and Journey was born of the desire to 'fund a home, then go build it:' transformative travel meets social impact, plus the deep community that results.

The first pilot trip was in December 2015 to El Salvador, where a group of 20 built 20 homes and transformed a rural community. It was a success: with impact meets adventure, personal transformation, and new friendships. From there, Taylor and Amy raised a friends & family round of investment and built out a lean team of creative, sales, and operations to create the brand, design the experience, and fill upcoming trips. Journey was born.

## OUR COMPANY VALUES

### togetherness

we like to spend time with each other. we move fluidly between work and play.  
we practice radical acceptance of everyone.

### generosity

we give of ourselves: our time, our skills and knowledge, our compassion.  
we do this because we know we get out of this life what we put into it.

### gratitude

we have a gratitude practice of acknowledging the abundance in our lives.

### fun & curiosity

we find and create mischief. we're seekers.

### freedom and trust

we get the job done, and we can count on each other to do the same.  
we work independently so we can come back together with even more to offer.

### authenticity

we strive to show up every day as our authentic Selves.  
we believe in clear, direct communication.  
sometimes we let our freak flag fly.

### big thinking

we acknowledge that our world faces some big problems that require big solutions.  
we think creatively outside the box. we 'destroy normal.' we aren't afraid.  
we move fast, but we also practice patience. we allow for the right timing of things.

### you.

we believe every single is intrinsically important to the whole.  
everyone plays a critical role, and everyone is here for a reason.  
we believe in you.

## 1.2 Purpose and Context

This handbook was created to share policies and procedures and set expectations.

It is not all-inclusive, or intended for strict interpretations of policy: instead, it's an overview of the work environment. It's not a contract or guarantee of employment, and is not intended to induce an employee to accept employment with the company.

The company reserves the right to unilaterally revise, suspend, revoke, terminate or change any of its policies, in whole or in part, whether described within this handbook or elsewhere, in its sole discretion. If any discrepancy between this handbook and current company policy arises, conform to current company policy. Every effort will be made to keep each team member informed of policies, but we can't guarantee notice of revisions.

Feel free to ask questions about any of the following information.

## **Section 2 – Workplace Commitments**

### **2.1 At-Will Employment**

Employment at this company is at-will, which means it can be terminated at any time (with or without reason or notice by either the employer or the employee). This at-will employment relationship exists regardless of any statements by office personnel to the contrary. Only the COO is authorized to modify the at-will nature of the employment relationship, and the modification must be in writing.

### **2.2 Equal Opportunity Employment**

Journey is an equal opportunity employer and does not unlawfully discriminate against employees or applicants for employment on the basis race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. This policy applies to all terms, conditions and privileges of employment, including recruitment, hiring, placement, compensation, promotion, discipline and termination.

Whenever possible, the company makes reasonable accommodations for qualified individuals with disabilities to the extent required by law. Employees who would like to request a reasonable accommodation should contact the COO.

### **2.3 Non-Harassment Policy / Non-Discrimination Policy**

Journey prohibits discrimination or harassment based on race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and is free from discriminatory practices, including without limitation harassment. Consistent with its workplace policy of equal employment opportunity, the company prohibits and will not tolerate harassment on the basis of race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. Violations of this policy will not be tolerated.

Discrimination includes, but is not limited to: making any employment decision or employment related action on the basis of race, color, religion, creed, age, sex, disability, national origin, marital or veteran status, or any other status protected by applicable law.

Harassment is generally defined as unwelcome verbal or non-verbal conduct, based upon a person's protected characteristic, that denigrates or shows hostility or aversion toward the person because of the characteristic, and which affects the person's employment opportunities or benefits, has the purpose or effect of unreasonably interfering with the person's work performance, or has the purpose or effect of creating an intimidating, hostile or offensive working environment. Harassing conduct includes, but is not limited to: epithets; slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group based on their protected characteristic.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature, when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Examples of sexual harassment include: unwelcome or unsolicited sexual advances; displaying sexually suggestive material; unwelcome sexual flirtations, advances or propositions; suggestive comments; verbal abuse of a sexual nature; crude or vulgar language or gestures; graphic or verbal commentaries about an individual's body; display or distribution of obscene materials; physical contact such as patting, pinching or brushing against someone's body; or physical assault of a sexual nature.

Any company employee who feels that he or she has been harassed or discriminated against, or has become aware of discrimination or harassment in violation of these policies, should bring the matter to the immediate attention of company leadership, who will investigate all allegations and take appropriate action. An investigation and its results will be treated as confidential to the extent feasible.

No employee will be retaliated against for making a complaint in good faith regarding a violation of these policies, or for participating in good faith in an investigation. If an employee feels he/she has been retaliated against, the employee should file a complaint using the procedures above.

### 2.3 Open Door Policy

The company has an open door policy and takes employee concerns and problems seriously. The company values each employee and strives to provide a positive work experience. Employees are encouraged to bring any workplace concerns or problems they might have or know about to their supervisor or some other member of management.

### **Section 3 – Company Policies and Procedures**

#### **3.1 Professional Conduct**

This company expects its employees to adhere to a standard of professional conduct and integrity, for a work environment that is safe, comfortable and productive. Employees should be respectful, courteous, and mindful of others' feelings and needs. General cooperation between coworkers and supervisors is expected. Individuals who act in an unprofessional manner may be subject to disciplinary action.

#### **3.2 Dress Code**

An employee's personal appearance and hygiene is a reflection on the company's character. Employees are expected to dress appropriately for their individual work responsibilities and position.

#### **3.3 Payday**

Paychecks are distributed every 2 weeks or 1 month, depending on classification. If the pay date lands on a holiday, paychecks will be distributed on the closest business day before the holiday.

The paycheck will reflect work performed for the pay period. Paychecks include salary or wages earned less any mandatory or elected deductions. Mandatory deductions include federal or state withholding tax, and other withholdings. Elected deductions are deductions authorized by the employee, and may include, for example, contributions to benefit plans. Employees may contact the COO to obtain the necessary authorization forms for requesting additional deductions from their paychecks.

Notify a supervisor if the paycheck appears to be inaccurate or if it has been misplaced. The company reserves the right to charge a replacement fee for any lost paychecks. Advances on paychecks are not

permitted. Information regarding final paychecks can be found under the termination section of this handbook.

Any change in name, address, telephone number, marital status or number of exemptions claimed by an employee must be reported to the COO immediately.

### 3.4 Company Property

Company property, such as equipment, vehicles, telephones, computers, and software, is not intended for private use. Upon termination, employees are required to surrender any company property they possess.

Employees are not permitted to download any "pirated" software, files or programs and must receive permission from a supervisor before installing any new software on a company computer. Employees are reminded that they should have no expectation of privacy in their use of company computers or other electronic equipment. Violations of these policies could result in disciplinary action.

### 3.5 Privacy

Employees and employers share a relationship based on trust and mutual respect. However, the company retains the right to access all company property including computers, desks, file cabinets, storage facilities, and files and folders, electronic or otherwise, at any time. Employees should not entertain any expectations of privacy when on company grounds or while using company property.

All documents, files, voice-mails and electronic information, including e-mails and other communications, created, received or maintained on or through company property are the property of the company, not the employee. Therefore employees should have no expectation of privacy over those files or documents.

### 3.6 Personnel Files

The company maintains a personnel file on each employee. These files are kept confidential to the extent possible. Employees may review their personnel file upon request.

Employees are expected to inform the company of any change in name, address, home phone number, home address, marital status, number of dependents or emergency contact information.

## **Section 4 - Employment Classification**

### **4.1 Exempt Employees**

Exempt employees are those that are excluded from the overtime pay requirements of the Fair Labor Standards Act. Exempt employees are paid a salary and are expected to work beyond their normal work hours whenever necessary to accomplish the work of the company. Exempt employees are not eligible to receive overtime compensation. Employees should consult with an administrator if they have questions regarding their classification as an exempt employee.

### **4.2 Non-Exempt Employees**

Non-exempt employees are those eligible for overtime pay of 1.5 times the regular hourly rate of pay for all hours worked over 40 per work week. All overtime must be approved in advance. Employees should consult with an administrator if they have questions regarding their classification as a non-exempt employee.

The Fair Labor Standards Act provides narrow provisions for who qualifies for exempt employee status. Consult the Department of Labor's website at <http://www.dol.gov/esa/regs/compliance/whd/hrg.htm#2> for more information.

### **4.3 Part Time, Full Time or Temporary Status**

Part-time or full-time status depends on the number of hours per week an employee works. Regular employees who work fewer than 40 hours receive part-time classification. Part-time employees are not eligible for employee benefits as described in this handbook. Regular employees who work at least 40 hours receive full-time classification.

From time to time the company may hire employees for specific projects or periods of time. Temporary employees may work either part-time or full-time, but generally are scheduled to terminate by a certain date. Temporary employees who remain on duty past the scheduled termination remain classified as temporary. Only the COO may change an employee's temporary status. Temporary employees are not eligible for employment benefits.

## **Section 5 – Attendance Policies**

### 5.1 General Attendance

The company maintains normal working hours of 10a – 6p PST, but hours vary depending on work location and job responsibilities. Supervisors will provide employees with their work schedule. Should an employee have any questions regarding his/her work schedule, the employee should contact the supervisor.

Employees who will be late to or absent from work should notify a supervisor in advance, or as soon as practicable in the event of an emergency. Chronic absenteeism may result in disciplinary action.

Employees who need to leave early, for illness or otherwise, should inform a supervisor before departure.

Unauthorized departures may result in disciplinary action.

## **Section 6 – Leave Policies**

### 6.1 Vacations

The company provides unlimited paid vacations for its eligible employees. Forward requests for time off in advance to the COO, who may approve or deny the request based on company resources. The company is flexible in approving time off when doing so would not interfere with company operations.

### 6.2 Sick Leave

If an employee needs to take time off to address medical or other health concerns, we request that employees provide notification to the COO as soon as practicable when taking time off.

### 6.3 Family and Medical Leave Act Leave

The company offers leave consistent with the requirements of the federal Family and Medical Leave Act (FMLA). Under the federal FMLA, a person who has worked as an employee of this company for at least 1,250 hours for twelve months is eligible for FMLA leave. Up to twelve weeks of unpaid leave per year is available for the following reasons:

- The birth of a child and to care for the newborn child;
- Placement of a child into adoptive or foster care with the employee;
- Care for a spouse, son, daughter or parent who has a serious health condition; or

- Care for the employee's own serious health condition.
- If the need for leave is foreseeable, employees should notify a supervisor 30 days prior to taking FMLA leave. If the need for FMLA leave arises unexpectedly, employees should notify a supervisor as soon as practicable, giving as much notice to the company as possible.
- Employees may be required to provide: medical certifications supporting the need for leave if the leave is due to a serious health condition of the employee or employee's family member; periodic recertification of the serious health condition; and periodic reports during the leave regarding the employee's status and intent to return to work. Employees must return to work immediately after the serious health condition ceases, and employees who have taken leave because of their own serious health condition must submit a fitness-for-duty certification before being allowed to return to work.
- Leave may be taken on an intermittent or reduced schedule to care for an illness; yet, may not be taken intermittently for the care of a newborn or newly adopted child. When leave is taken intermittently, the company may transfer the employee to another position with equivalent pay and benefits, which is better suited to periods of absence.
- Subject to certain conditions, the employee or the company may choose to use accrued paid leave (such as sick leave or vacation leave) concurrent with FMLA leave.
- The company will maintain group health insurance coverage for an employee on family and medical leave on the same terms as if the employee had continued work. If applicable, arrangements will be made for the employee to pay their share of health insurance premiums while on leave. The company may recover premiums paid to maintain health coverage for an employee who fails to return to work from family and medical leave.

If an employee would like the company to maintain other paid benefits during the period of leave, premiums and charges which are partially or wholly paid by the employee must continue to be paid by the employee during the leave time.

Questions regarding particular benefits should be directed to the COO.

#### 6.4 Holidays

The company observes the following holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day

- Labor Day
- Thanksgiving
- Christmas Day
- Holidays are observed on a paid basis for all eligible employees.

#### 6.5 Jury Duty Time Off

We understand that occasionally employees are called to serve on a jury. Time taken for jury duty is granted on an unpaid basis.

#### 6.6 Voting Time Off

Employees are encouraged to participate in elections. Voting time off is granted on a paid basis.

#### 6.7 Military Leave

Employees called to active military duty, military reserve or National Guard service may be eligible to receive time off under the Uniformed Services Employment and Reemployment Rights Act of 1994. To receive time off, employees must provide notice and a copy of their report orders to an immediate supervisor. Military leave is granted on an unpaid basis. Upon return with an honorable discharge, an employee may be entitled to reinstatement and any applicable job benefits they would have received if present, to the extent provided by law.

#### 6.8 Leave of Absence

Regular full-time employees may request an unpaid leave of absence. A request for a leave of absence must be submitted in writing in advance to the employee's immediate supervisor.

Leave of absences that are granted are unpaid. Continuation of employee benefits during a leave of absence will be addressed on an individual basis, as required by law.

## Section 7 – Work Performance

### 7.1 Expectations

The company expects every employee to act in a professional manner. Satisfactory performance of job duties and responsibilities is key to this expectation. Employees should attempt to achieve their job objectives, and act with diligence and consideration at all times. Poor job performance can result in disciplinary action, up to and including termination.

### 7.2 Reviews

The company may periodically evaluate an employee's performance. The goal of a performance review is to identify areas where an employee excels and areas that need improvement. The company uses performance reviews as a tool to determine pay increases, promotions and/or terminations.

All performance reviews are based on merit, achievement and other factors may include but are not limited to:

- Quality of work
- Attitude
- Knowledge & Job skills
- Attendance and punctuality
- Teamwork and cooperation
- Improvement
- Acceptance of responsibility and constructive feedback
- Employees should note that a performance review does not guarantee a pay increase or promotion.

Written performance evaluations may be made at any time to advise employees of unacceptable performance. Evaluations or any subsequent change in employment status, position or pay does not alter the employee's at will-relationship with the company.

- Forward any questions about performance expectation or evaluation to the supervisor conducting the evaluation.

Companies that adhere to a performance review policy can avoid problems handling "poor performance" terminations. If your company has a review policy, it is not necessary to include the whole policy in the handbook. Adding a simple timeline of when employees may expect a review is sufficient.

### 7.3 Insubordination

Supervisors and employees should interact with mutual respect and common courtesy. Employees are expected to take instruction from supervisors or other persons of authority. Failure to comply with instructions or unreasonably delaying compliance is considered insubordination. Acts of insubordination are subject to disciplinary action, up to and including termination.

If an employee disagrees with a supervisor, the employee should first try to mediate the situation by explaining their position. If possible, a compromise might be met and accusations of insubordination avoided.

## **Section 8 – Discipline Policy**

### 8.1 Grounds for Disciplinary Action

The company reserves the right to discipline and/or terminate any employee who violates company policies, practices or rules of conduct. Poor performance and misconduct are also grounds for discipline or termination.

The following actions are unacceptable and considered grounds for disciplinary action. This list is not comprehensive; rather, it is meant merely as an example of the types of conduct that this company does not tolerate. These actions include, but are not limited to:

- Engaging in acts of discrimination or harassment in the workplace;
- Possessing, distributing or being under the influence of illicit controlled substances; or excessively under the influence of a controlled substance or alcohol at work, on company premises, or while engaged in company business;
- Unauthorized use of company property, equipment, devices or assets;
- Damage, destruction or theft of company property, equipment, devices or assets;
- Falsification, misrepresentation or omission of information, documents or records;
- Lying, Insubordination or refusal to comply with directives;
- Failing to adequately perform job responsibilities;
- Excessive or unexcused absenteeism or tardiness;
- Disclosing confidential or proprietary company information without permission;
- Illegal or violent activity;
- Falsifying injury reports or reasons for leave;
- Possessing unauthorized weapons on premises;

- Disregard for safety and security procedures;
- Disparaging or disrespecting supervisors and/or co-workers; and
- Any other action or conduct that is inconsistent with company policies, procedures, standards or expectations.

This list exhibits the types of actions or events that are subject to disciplinary action. It is not intended to indicate every act that could lead to disciplinary action. The company reserves the right to determine the severity and extent of any disciplinary action based on the circumstances of each case.

## 8.2 Procedures

Disciplinary action is any one of a number of options used to correct unacceptable behavior or actions. Discipline may take the form of oral warnings, written warnings, probation, suspension, demotion, discharge, removal or some other disciplinary action, in no particular order. The course of action will be determined by the company at its sole discretion as it deems appropriate.

## 8.3 Termination

Employment with the company is on an at-will basis and may be terminated voluntarily or involuntarily at any time. Upon termination, an employee is required:

- to continue to work until the last scheduled day of employment;
- to turn in all reports and paperwork required to be completed by the employee when due and no later than the last day of work;
- to return all files, documents, equipment, keys, access cards, software or other property belonging to the company that are in the employee's possession, custody or control, and turn in all passwords to his/her supervisor;
- to participate in an exit interview as requested by COO.

## Section 9 – Health and Safety

### 9.1 Workplace Safety

The company takes every reasonable precaution to ensure that employees have a safe working environment. Safety measures and rules are in place for the protection of all employees. Ultimately, it is the responsibility of each employee to help prevent accidents. To ensure the continuation of a safe workplace, all employees should review and understand all provisions of the company's workplace safety policy. Employees should use all safety and protective equipment provided to them, and maintain work areas in a safe and orderly manner, free from hazardous conditions. Employees who observe an unsafe practice or condition should report it to a supervisor or [enter alternate name] immediately. Employees are prohibited from making threats against anyone in connection with his/her work or engaging in violent activities while in the employ of the company. Any questions regarding safety and safe practices should be directed to the COO.

In the event of an accident, employees must notify a supervisor immediately. Report every injury, regardless of how minor, to a supervisor immediately. Physical discomfort caused by repetitive tasks must also be reported.

Employees should recognize any potential fire hazards and be aware of fire escape routes and fire drills. Do not block fire exits, tamper with fire extinguishers or otherwise create fire hazards.

### 9.2 Workplace Security

Employees must be alert and aware of any potential dangers to themselves or their coworkers. Take every precaution to ensure that your surroundings are safe and secure. Guard personal belongings and company property. Visitors should be escorted at all times. Report any suspicious activity to a supervisor immediately.

### 9.3 Emergency Procedures

In the event of an emergency, dial 911 immediately. If you hear a fire alarm or other emergency alert system, proceed quickly and calmly to the nearest exit. Once the building has been evacuated, only a supervisor may authorize employees to reenter.

Expand this section to include any industry specific safety guidelines your company must follow, such as OSHA standards and regulations. Include the name of the accident contact person and the location of safety posters that your company is required to post. If you are in a highly regulated industry, consider providing a separate employee safety manual. If you have company vehicles, include a section on accident reporting.

## **Section 10 - Employee Benefits**

This handbook contains descriptions of some of our current employee benefits. Many of the company's benefit plans are described in more formal plan documents available from the COO. In the event of any inconsistencies between this handbook or any other oral or written description of benefits and a formal plan document, the formal plan document will govern.

### 10.1 Health Insurance

The company makes group health benefits available to eligible employees and their family members. Eligible employees are full time employees who have worked for 3 months. Part time employees are eligible if they work at least 30 hours per week and have been employed for 3 months.

Health benefits are paid in part by the company. The remainder of the costs is the employee's responsibility. Employees can receive details about benefits provided, contribution rates and eligibility from COO.

### 10.3 Workers' Compensation

As required by law, the company provides workers' compensation benefits for the protection of employees with work-related injuries or illnesses.

Workers' compensation insurance provides coverage to employees who receive job- related injuries or illnesses. If an employee is injured or becomes ill as a result of his/her job, it is the employee's responsibility to immediately notify a supervisor of their injury in order to receive benefits. Report every illness or injury to a supervisor, regardless of how minor it appears. The company will advise the employee of the procedure for submitting a workers' compensation claim. If necessary, injured employees will be referred to a medical care facility. Employees should retain all paperwork provided to them by the medical

facility. Failure to report a work-related illness or injury promptly could result in denial of benefits. An employee's report should contain as many details as possible, including the date, time, description of the illness or injury, and the names of any witnesses.

A separate insurance company administers the worker's compensation insurance. Representatives of this company may contact injured employees regarding their benefits under the plan. Additional information regarding workers' compensation is available from [enter authorized person's name].

#### 10.4 Disability Coverage

Disability insurance provides partial paycheck reimbursement for times of serious illness or injury which leads to total disability. Total disability is defined as the inability to perform any job function as a result of the injury or illness. Employees who have worked for [enter number] months are eligible for disability insurance coverage. To qualify for benefits, the period of total disability must exceed [enter number] days.

Worker's compensation can be required and the laws vary from state to state. Check with your state worker's compensation agency to determine if you are required to carry worker's compensation insurance.

Coverage extends for [enter number] days of disability. Employees must exhaust any sick leave benefits before being eligible for disability leave coverage.

Disability benefits are calculated as [enter percentage] of an employees base salary. Any payments received from worker's compensation or state disability will result in an equal decrease in disability benefits. Disability benefits are subject to employment withholding provisions.

The employee is responsible for notifying a supervisor of their disability, expected date of return, and the name of their attending physician. The company may request that an independent medical provider perform an examination. In addition, the company may require a medical release form prior to returning to work. For more information regarding disability benefits, contact [enter authorized person's name]. If there are any inconsistencies between this handbook and any of the Summary Plan Descriptions, the Summary Plan Descriptions shall govern. The company reserves the right to modify or terminate any or all of the benefits or to change benefit providers at any time with or without notice.

## **Section 11 - Termination**

### 11.1 Voluntary Termination

The company recognizes that personal situations may arise which require a voluntary termination of employment. Should this occur, the company requests that the employee provide two weeks advance notice in writing. This request does not alter an employee's at-will relationship with the company.

All rights and privileges of employment with the company terminate upon the date of separation. As further discussed in Section 8.3, terminating employees are required to return all company property assigned to them. Failure to do so may result in the withholding of their final paycheck.

### 11.2 Final Paycheck

Employees who terminate employment with the company will be given their final pay check [enter time required by state law]. Should the employee be unable to personally retrieve their paycheck, it will be mailed to the address on file.

### 11.3 COBRA Continuation of Health Benefits

Under the federal Consolidated Omnibus Budget Reconciliation Act (COBRA), a qualified employee who terminates employment (for reasons other than gross misconduct on the employee's part) or who loses health and dental coverage due to a reduction in work hours may temporarily continue group health and dental coverage for him/herself, his/her spouse, and any covered dependent children at the full premium rate plus administrative fees. That eligibility normally extends for a period of eighteen (18) months from the qualifying date. For more information regarding COBRA health insurance benefits, see the COO.

### 11.4 Exit Interview

The company may request an exit interview upon notice of termination. The purpose of the exit interview is to complete necessary forms, collect company property and discuss employment experiences with the company.

## Acknowledgement of Receipt for Employee Handbook

I acknowledge that I have received a copy of the Employee Handbook. I understand that I am responsible for reading the information contained in the Handbook.

I understand that the handbook is intended to provide me with a general overview of the company's policies and procedures. I acknowledge that nothing in this handbook is to be interpreted as a contract, expressed or implied, or an inducement for employment, nor does it guarantee my employment for any period of time.

I understand and accept that my employment with the company is at-will. I have the right to resign at any time with or without cause, just as the company may terminate my employment at any time with or without cause or notice, subject to applicable laws. I understand that nothing in the handbook or in any oral or written statement alters the at-will relationship, except by written agreement signed by the employee and COO.

I acknowledge that the company may revise, suspend, revoke, terminate, change or remove, prospectively or retroactively, any of the policies or procedures outlined in this handbook or elsewhere, in whole or in part, with or without notice at any time, at the company's sole discretion.

\_\_\_\_\_ (Signature of Employee)      \_\_\_\_\_ (Date)

\_\_\_\_\_ (Company Representative)