



TEAM MEMBER HANDBOOK ACKNOWLEDGMENT FORM

I, _____, understand the Team Member Handbook is available for me to view at any time at **www.employees.okigolf.com/employees**. I understand that the information in this handbook represents guidelines only and that the Company reserves the right to modify this Handbook and amend or terminate any policies, procedures, or benefit programs whether or not described in this Handbook at any time, or to require and/or increase contributions toward these benefit programs. I understand that I am responsible for reading this Handbook, familiarizing myself with its contents, and adhering to all of the policies and procedures of this business, whether set forth in this Handbook or elsewhere.

I understand that this Handbook is not a contract of employment; expressed or implied, between me and the Company and that I should not view it as such, or as a guarantee of employment for any specific duration. I understand my employment is at-will, meaning the Company or I can terminate my employment relationship, with or without a reason, at any time, with or without notice.

I further understand that no Manager, or representative of the Company, other than the CEO has the authority to guarantee employment for any specified period of time or to alter the atwill nature of my employment. I also understand that any such agreement, collective or otherwise, if made, shall not be enforceable unless it is a formal written agreement signed by the CEO.

I agree it is my responsibility to read and comply with both the policies contained in this handbook and any revisions made to it. I understand a hard copy of the handbook is available on request.

EMPLOYEE SIGNATURE: _____ **DATE:** _____