

South Carolina Handbook Addendum

ABOUT THIS HANDBOOK

This South Carolina Handbook Addendum applies to Stiles Machinery employees who work in the State of South Carolina and supplements our Employee Handbook. The policies noted in this Addendum are in addition to those that make up the Employee Handbook, and the policies that reside within that Handbook still apply to all employees of Stiles Machinery. In the event of any inconsistency between the Handbook and this Addendum, this Addendum will control for our employees working in South Carolina.

South Carolina Acknowledgment

Please read the following statements and sign below to indicate your acknowledgment.

IT IS THE PUBLIC POLICY OF SOUTH CAROLINA THAT A HANDBOOK, PERSONNEL MANUAL, POLICY, PROCEDURE, OR OTHER DOCUMENT ISSUED BY AN EMPLOYER OR ITS AGENT AFTER JUNE 30, 2004, SHALL NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT IF CONSPICUOUSLY DISCLAIMED.

I understand that my employment is terminable at will, either by myself or the Company, with or without cause or notice, regardless of the length of my employment or the granting of benefits of any kind.

I further understand that no representative of Stiles Machinery other than the Head of Human Resources and/or the President may alter "at will" status, and any such modification must be in a signed writing.

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

Employee's Printed Name: _____

Employee's Signature: _____ Date: _____

The signed original copy of this acknowledgment will be filed in your personnel file.