

ACKNOWLEDGMENT OF RECEIPT OF EMPLOYEE HANDBOOK

The purpose of this Employee Handbook is to provide the employees of PGP with general information regarding PGP's personnel practices. Neither this Handbook nor any provision of this Handbook is an employment contract or any other type of contract. Due to the nature of PGP's operations, as well as the variations necessary to accommodate individual situations, the guidelines set forth in this Handbook may not apply to every employee in every situation. PGP reserves the rights to rescind, modify, amend or delete these or other guidelines, policies, practices, or procedures relating to employment matters, as it considers necessary in its sole discretion. This right applies to individual or company-wide situations, with or without notice.

By signing below, I understand this Handbook does not constitute or imply a verbal or written contract between PGP and myself, nor does it alter my right or the right of PGP to terminate the employment relationship at any time for any reason, with or without cause. This status can only be altered by written contract of employment, which is specific as to all material terms and is signed by both myself and the CEO of PGP. No prior letter, e-mail, document or message, even if signed by PGP supersedes this handbook and its contents.

By signing below, I understand that PGP may, in the future, require an additional signature from me to indicate that I am aware of and understand any new policies, re-issuance of existing policies, and changes to existing policies.

By signing below, I acknowledge that I have received a copy of the PGP Employee Handbook on the date indicated. I understand it is my responsibility to read this Employee Handbook. I understand PGP has the right to amend or modify its contents at any time and that all such modifications will be binding upon all employees.

Print name: _____

Signature: _____ Date: _____

THIS ACKNOWLEDGMENT FORM OR COPY OF IT SHALL BE MAINTAINED IN THE EMPLOYEE'S PERSONNEL FILE.