



EMPLOYEE HANDBOOK ACKNOWLEDGMENT

I acknowledge and understand that: (1) I can access and/or print Cooperative for Assistance and Relief Everywhere, Inc.'s ("CARE") Employee Handbook at <http://handbook.care.org/>; (2) I am responsible for reading and understanding the Handbook and adhering to all of CARE's policies and procedures, including any revisions made to them; (3) I should consult CARE's Human Resources Department regarding any questions concerning or not answered in the Handbook; and (4) CARE reserves the right to modify the Handbook and/or amend or end any policies, procedures, or programs (whether described in this Handbook or not) at any time and without prior notice.

I further understand that the policies and procedures set forth in the Employee Handbook constitute guidelines, which are subject to applicable laws and regulations, and that neither the Handbook nor any of its provisions constitutes a contract of employment.