

Platinum Control Technologies

Employee Handbook - US

ACKNOWLEDGEMENT OF RECEIPT

I have received a copy of Platinum's Employee Handbook, which outlines its work performance requirements, policies, procedures and benefits. I will familiarize myself with the information in this handbook, will seek verification or clarification from the HR Department where necessary, and will comply with all policies and requirements.

In the absence of a written agreement between an employee and Platinum executed by the General Partner of Platinum, all employees of Platinum are employees at will, and as such are free to resign with or without notice and with or without reason. Similarly, in the absence of a written agreement between an employee and Platinum executed by the General Partner of Platinum, Platinum may terminate the employment of any employee at any time, with or without reason and with or without notice. In the absence of a written agreement between an employee and Platinum executed by the General Partner of Platinum to the contrary, employees also may be demoted or disciplined, and the terms and conditions of their employment may be altered at any time, with or without cause, at the discretion of Platinum.

Upon the express written approval of the General Partner of Platinum, the information in this handbook is subject to change, with or without notice, and I understand that changes in the policies may supersede, modify, or eliminate the policies summarized in this handbook. Changes are effective upon implementation.

Each employee and Platinum agree to resolve any disputes between them arising out of or in any way related to the employment relationship (including, but not limited to, employment and discontinuation of employment) before a judge without a jury. PLATINUM AND EACH EMPLOYEE WHO RECEIVES A COPY OF THIS HANDBOOK, OR HAS KNOWLEDGE OF THIS POLICY, AND CONTINUES TO WORK FOR PLATINUM THEREAFTER, HEREBY WAIVE THE RIGHT TO TRIAL AND AGREE TO HAVE ANY DISPUTES ARISING BETWEEN THEM RESOLVED BY A JUDGE OF A COMPETENT COURT SITTING WITHOUT A JURY.

Furthermore, except for the provisions contained in Section 702 (Mutual Waiver of Jury Trial) of this Employee Handbook, I acknowledge that this handbook is not intended to be a contract of employment (express or implied/bilateral or unilateral), nor is it intended to otherwise create any legally enforceable obligations on the part of Platinum or its employees. This handbook supersedes and replaces all previous personnel policies, practices, and guidelines.

EMPLOYEE'S NAME (printed): _____

EMPLOYEE'S SIGNATURE: _____

DATE: _____

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