

## DISCLAIMER AND ACKNOWLEDGMENT

I hereby acknowledge that I have received, read and understand the Pepe Osaka's Policies Handbook. I understand that it is my continuing responsibility to implement its contents. I also understand that the state of Colorado is an **employment at will state** and that my employment at Pepe Osaka's is considered "**seasonal employment**" based on peak tourism seasons in the Fraser valley of Grand County. Furthermore I acknowledge and understand that I **CANNOT** and **WILL NOT** apply for unemployment as my employment is on a **seasonal** basis. I agree that the Policies Handbook is not an employment contract for any specific period or duration of employment for continuing or long-term employment.

I have read, understand and agree to all the above.

Signature \_\_\_\_\_

Print Name \_\_\_\_\_

Date \_\_\_\_\_