

Employee Handbook Acknowledgment and Receipt

The employee handbook describes important information about ConvergePoint, and I understand that I should consult my manager or Human Resources regarding any questions not answered in the handbook. I have entered into my employment relationship with ConvergePoint voluntarily and acknowledge that there is no specified length of employment. **Accordingly, either I or ConvergePoint can terminate the relationship at will, with or without cause, at any time, so long as there is not violation of applicable federal or state law.**

I understand and agree that, other than the president of company, no manager, supervisor or representative of ConvergePoint has any authority to enter into any agreement for employment other than at will; only the president of the company has the authority to make any such agreement and then only in writing signed by the president of ConvergePoint.

This handbook and the policies and procedures contained herein supersede any and all prior practices, oral or written representations, or statements regarding the terms and conditions of my employment with ConvergePoint. By distributing this handbook, the company expressly revokes any and all previous policies and procedures that are inconsistent with those contained herein.

I understand that, except for employment-at-will status, any and all policies and practices may be changed at any time by ConvergePoint. All such changes will be communicated through official notices, and I understand that revised information may supersede, modify or eliminate existing policies.

I understand and agree that nothing in the Employee Handbook creates, or is intended to create, a promise or representation of continued employment and that employment at ConvergePoint is employment at will, which may be terminated at the will of either ConvergePoint or myself. Furthermore, I acknowledge that this handbook is neither a contract of employment nor a legal document. I understand and agree that employment and compensation may be terminated with or without cause and with or without notice at any time by ConvergePoint or myself.

I have received the handbook, and I understand that it is my responsibility to read and comply with the policies contained in this handbook and any revisions made to it.

Date: July 26, 2016

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

Employee's Signature

Sernel Joseph

Employee's Name