

ACKNOWLEDGMENT OF RECEIPT OF EMPLOYEE HANDBOOK

This is to acknowledge that I have received a copy of the June 15, 1998, revised edition of the EBMC Employee Handbook and understand that it contains important information on the Company's general personnel policies and on my privileges and obligations as an Employee. I acknowledge that I am expected to read, understand, and adhere to Company policies and will familiarize myself with the material in the Handbook. I understand that I am governed by the contents of the Handbook and that the Company may change, rescind or add to any policies, benefits or practices described in this Handbook, other than the employment-at-will policies, from time-to-time in its sole discretion with or without prior notice. The Company will advise Employees of material changes within a reasonable time.

Furthermore, I understand that employment with the Company is not for a specified term and is at the mutual consent of the Employee and the Company. Accordingly, either the Employee or the Company can terminate the employment relationship at will, with or without cause, at any time. This represents and integrated agreement with respect to the at-will nature of the employment relationship.

EMPLOYEE'S SIGNATURE

DATE

EMPLOYEE'S NAME (typed or printed)

