

Acknowledgment

This handbook has been given to _____ on _____

Date of employment (or rehire): _____

Welcome to **CNHI, LLC**. You will find information regarding company history, employment and benefits in the Employee Handbook. Please read the Handbook and refer to it when you have questions about your employment. This document acknowledges your receipt of this information and your agreement to abide by these policies.

At-Will Employment

I understand the provisions in this Handbook are guidelines and do not establish a contract or any particular terms or condition of employment between myself and **CNHI, LLC**. None of the policies constitute or are intended to constitute a promise of employment or a contract of employment. I further understand that **CNHI, LLC** may periodically, at its discretion, change, rescind or add to any policies, benefits or practices with or without prior notice.

To ensure maximum flexibility in choice, I understand the employment relationship is “at will” and is based upon the mutual consent of myself and **CNHI, LLC**. I understand that both **CNHI, LLC** and I have the right to end my employment at any time and for any or no reason, with or without cause or prior notice. I understand that only the Chief Executive Officer or the Human Resources Director, in a written and signed document, have the authority to make a binding contract or promise relating to employment or to modify “at will” employment for any employee under any circumstance. If I am a member of a collective bargaining unit, I understand that my union contract may have provisions that supersede the information contained in this Handbook, and parts of this Handbook may not be applicable to me. If there is a conflict between the information in this Handbook and my union contract, my union contract will be the governing document.

I understand that harassment based on sex, race, age, religion, disability, national origin, ancestry, marital status, sexual orientation or any other characteristic protected by any applicable federal state or local law are prohibited by **CNHI, LLC**. The complaint procedure has been explained to me and I understand that **CNHI, LLC** prohibits retaliation against any employee who complains of or reports harassment.

Non-Solicitation

During my employment with **CNHI, LLC**, and for the one-year period following termination of employment, I agree not to directly or indirectly attempt to hire away any then-current employee of **CNHI, LLC**, or to persuade any such employee to leave employment with **CNHI, LLC**.

Employee Signature

Date