

Receipt & Acknowledgment of

J P Systems, Inc. Employee Policies Manual

Please read the following statements, sign below and return to your designated company representative.

Understanding and Acknowledging Receipt of J P Systems, Inc. Employee Manual

I have received and read a copy of the J P Systems, Inc. Employee Manual. I understand that the policies and benefits described in it are subject to change at the sole discretion of J P Systems, Inc. at any time.

At-Will Employment

I further understand that my employment is at will, and neither myself nor J P Systems, Inc. has entered into a contract regarding the duration of my employment. I am free to terminate my employment with J P Systems, Inc. at any time, with or without reason. Likewise, J P Systems, Inc. has the right to terminate my employment, or otherwise discipline, transfer, or demote me at any time, with or without reason, at the discretion of J P Systems, Inc.. No employee of J P Systems, Inc. can enter into an employment contract for a specified period of time, or make any agreement contrary to this policy without the written approval from the President.

Arbitration

I also acknowledge I have read and understand the Arbitration Policy contained in this Employee Policies Manual and I agree to abide by the policy.

Confidential Information

I am aware that during the course of my employment confidential information will be made available to me, for instance, product designs, marketing strategies, customer lists, pricing policies and other related information. I understand that this information is proprietary and critical to the success of J P Systems, Inc. and must not be given out or used outside of J P Systems, Inc.'s premises or with non J P Systems, Inc. employees. In the event of termination of employment, whether voluntary or involuntary, I hereby agree not to utilize or exploit this information with any other individual or company.

Employee's Printed Name

Position

Employee's Signature

Date
