

**CRIMINAL CONVICTIONS AND CHARGES
ACKNOWLEDGEMENT**

An employee who is charged with a crime may be subject to disciplinary action up to and including termination and may be placed on suspension without pay until the charge is resolved. If the charge is not conclusively resolved within the court system, the employer reserves the right to determine that employee's employment status.

Employees convicted of a felony, a serious misdemeanor or any other serious crime, the nature of which implies that the employee is incapable of performing his other job with honesty, or of providing appropriate and safe consumer care, are subject to termination.

Employees who are convicted of a crime that shows a lack of good moral character are subject to termination. If the employee is found not guilty but trial publicity or knowledge among coworkers or consumers is such to create a negative atmosphere, the employer reserves the right to terminate the employee. Any employee who fails to report any charges or convictions may be subject to disciplinary action and possible termination at the sole discretion of the employer in accordance with the employer's At-Will status.

Your signature below indicates that you have read the above information.

Signature

Date

Printed Name & Title