

**ELECTRONIC HANDBOOK ACKNOWLEDGMENT OF RECEIPT**

I understand and acknowledge that the Fitzgerald Auto Malls Associate Handbook appears on the Company's Intranet at <http://rlsserver/>. I understand that I am responsible for reading the Company's handbook, and knowing its contents. I also understand that I am responsible for periodically reviewing the handbook to ensure that I am aware of all changes that may be made to this document from time to time.

I further understand that the Associate Handbook constitutes only a summary of benefits and an overview of some of the guidelines related to work rules and other Company policies and practices and that all Company rules, policies, practices, wages and benefits, regardless of whether they are contained in the Handbook, may be unilaterally changed, amended, modified, reduced or discontinued by the Company at any time in its sole judgment and discretion.

I understand that nothing in this handbook or in any other Company policy or practice in any way creates an expressed or implied contract of employment or a guarantee of any benefit. I agree that my employment is at-will and for no definite duration, that I can terminate my employment with the Company at any time, with or without cause or notice, and that the Company reserves the right to do the same.

I understand that I may print a copy of the Associate Handbook from the Company's Intranet Site at <http://rlsserver/> located on a computer at a company rental location or company rental administration office.

Current Handbook Version: **D4020 rev. 02.12.13**

ASSOCIATE SIGNATURE: \_\_\_\_\_

PRINTED NAME: \_\_\_\_\_

ASSOCIATE EMPLOYEE NUMBER: \_\_\_\_\_

LOCATION: \_\_\_\_\_

DATE: \_\_\_\_\_