

ACKNOWLEDGEMENT OF RECEIPT OF HANDBOOK

I acknowledge that I have received a copy of Fitzgerald Auto Malls *Associate Handbook* and understand that I am responsible for knowing its contents. 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 notice, and that the company reserves the right to do the same.

ASSOCIATE SIGNATURE:

PRINTED NAME:

LOCATION/DEALERSHIP: _____

DATE: