

RETAIL EMPLOYEE POLICIES AND GUIDE

CERTIFICATE OF UNDERSTANDING

I have read and understand the material in the Retail Employee Policies and Procedures Guide concerning Saver Group, Inc. policies and procedures.

I understand that a copy of this booklet is available in the store for my review.

I realize that policies may be added, modified or deleted from time to time and that I will be required to comply with new or revised policies and procedures upon oral or published notification.

I understand that violation of the Company's policies and procedures may result in discipline, up to and including termination, depending on the type and severity of the violation.

Employee's Signature

Date

Please *Print* Employee's Name

Management Signature

Date