ACKNOWLEDGMENT OF RECEIPT
OF EMPLOYEE HANDBOOK AND STATE-SPECIFIC ADDENDUMS

The Employee Handbook of M2 Property Group, LLC and the state-specific addendums are designed to provide a summary of the policies and benefits of M2 Property Group. If, in the Employee Handbook or any state-specific addendum, anything is stated or implied that is different from the actual provisions of any benefit plan document or specific written policy, the latter will govern. **Nothing contained in the Employee Handbook, or any addendum should be construed as a direct, implied, or inferred contract of employment between any individual and M2 Property Group. Except for employees covered by a collective bargaining agreement, employment is at-will, meaning it may be terminated at any time by M2 Property Group or the employee with or without cause or notice.** No representative of M2 Property Group has any authority to enter into any agreement for employment for any specified time or to make any agreement contrary to the foregoing other than the President/CEO of the Company. The Employee Handbook and any state-specific addendum may be modified at any time by M2 Property Group, without notice and without a written revision to the Employee Handbook or addendum.

I, _____, have received and read the M2 Property Group Employee Handbook.

_____ _____
Signature of Employee   Date

ACKNOWLEDGMENT OF "NO UNAUTHORIZED CONTRACTS FOR SERVICES OR SUPPLIES" POLICY

By signing below, I acknowledge that I have read the "No Unauthorized Contracts for Services or Supplies" policy in the Employee Handbook. I further acknowledge and understand that, unless I am an authorized member of the corporate office team or have been authorized in writing by a member of the corporate office team, I am prohibited from entering into any contracts for services or supplies from any vendor, contractor, or service provider, on behalf of M2 Property Group or any individual property. I understand that violating the "No Unauthorized Contracts for Services or Supplies" policy is subject to disciplinary action, up to and including termination of employment, and that I may be held personally responsible and liable for any contract that I have executed.

_____ _____
Signature of Employee   Date