

EMPLOYEE ACKNOWLEDGMENT OF RECEIPT OF EMPLOYEE HANDBOOK

This is to acknowledge that I have received a copy of the PARAGON SERVICES ENGINEERING ("the Company") Employee Handbook and understand that it sets forth the terms and conditions of my employment as well as the duties, responsibilities, and obligations of employment with PARAGON SERVICES ENGINEERING. I understand and agree that it is my responsibility to read the Employee Handbook and to abide by the rules, policies, and standards set forth in the Employee Handbook.

I also acknowledge that my employment with PARAGON SERVICES ENGINEERING is not for a specified period of time and can be terminated at any time for any reason, with or without cause or notice, by me or by the Company. I acknowledge that nothing in this Employee Handbook and no oral statements or representations regarding my employment can alter the foregoing. I also acknowledge that this policy of at-will employment may be revised, deleted or superseded only by a written employment agreement signed by the Chief Executive Officer that expressly revises, modifies, deletes, or supersedes the policy of at-will employment.

I also acknowledge that, except for the policy of at-will employment and the separate PARAGON SERVICES ENGINEERING Alternative Dispute Resolution Program, the Company reserves the right to revise, delete, and add to the provisions of this Employee Handbook. All such revisions, deletions, or additions must be in writing and must be signed by the Chief Executive Officer of the Company. No oral statements or representations can change the provisions of this Employee Handbook. No implied contract concerning any employment-related decision or term and condition of employment can be established by any other statement, conduct, policy, or practice.

I understand that, unless my employment is covered by a written employment agreement providing otherwise, the foregoing agreement concerning my at-will employment status and the Company's right to determine and modify the terms and conditions of employment is the sole and entire agreement between me and PARAGON SERVICES ENGINEERING concerning the duration of my employment, the circumstances under which my employment may be terminated, and the circumstances under which the terms and conditions of my employment may change

Finally, I agree that PARAGON SERVICES ENGINEERING retains the right to establish compensation, benefits and working conditions for all of its employees. PARAGON SERVICES ENGINEERING retains the sole discretion to modify employee's compensation and benefits, position, duties and other terms and conditions of employment, including the right to impose discipline of whatever type and for whatever reasons employer, at its sole discretion, determines to be appropriate. All such changes will be communicated through official written notices, and signed by one of the principals.

Dated: _____

Employee Signature

Employee's Name (Typed or Printed)

TO BE PLACED IN EMPLOYEE'S PERSONNEL FILE