

**ACKNOWLEDGMENT OF RECEIPT OF EMPLOYEE HANDBOOK**

*(Employer’s Copy)*

The Employee Handbook contains important information about Republica Richmond, Ltd. doing business as DIABLO LOCO (hereinafter referred to as “Diablo Loco” or the “Company”), and I understand that I should consult the Human Resources Manager (“HR”) for Diablo Loco at hr@diablolocotexas.com regarding any questions not answered in the handbook. ***I HAVE ENTERED INTO MY EMPLOYMENT RELATIONSHIP WITH DIABLO LOCO VOLUNTARILY, AND UNDERSTAND THAT THERE IS NO SPECIFIED LENGTH OF EMPLOYMENT. ACCORDINGLY, I UNDERSTAND AND ACKNOWLEDGE THAT EITHER DIABLO LOCO OR I CAN TERMINATE THE RELATIONSHIP AT WILL, AT ANY TIME, WITH OR WITHOUT CAUSE, AND WITH OR WITHOUT ADVANCE NOTICE.***

I understand and agree that no person other than the owners of Diablo Loco may enter into an employment agreement for any specified period of time, or make any agreement contrary to Diablo Loco’s stated employment-at-will policy. I further understand that this Employee Handbook does not alter the employment-at-will relationship between myself and Diablo Loco. Since the information, policies, and benefits described herein are subject to change at any time, I acknowledge that revisions to the handbook may occur, except to Diablo Loco's policy of employment-at-will. All such changes will generally be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies. Only the owners of Diablo Loco have the ability to adopt any revisions to the policies in this handbook.

Furthermore, I understand that this handbook is neither a contract of employment nor a legally-binding agreement. I have had an opportunity to read the handbook, and I understand that I may ask my supervisor or any employee of the Human Resources Department any questions I might have concerning the handbook. I accept the terms of the handbook. I also understand that it is my responsibility to comply with the policies contained in this handbook, and any revisions made to it. I further agree that if I remain with Diablo Loco following any modifications to the handbook, I thereby accept and agree to such changes.

I have received a copy of Diablo Loco’s Employee Handbook on the date listed below. I understand that I am expected to read the entire handbook. Additionally, I will sign the two copies of this Acknowledgment of Receipt, retain one copy for myself, and return one copy to Diablo Loco’s representative listed below on the date specified. I understand that this form will be retained in my personnel file.

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Signature of Company Representative

\_\_\_\_\_  
Employee's Name (Printed)

\_\_\_\_\_  
Title of Company Representative

Date: \_\_\_\_\_

Date: \_\_\_\_\_