



ACKNOWLEDGEMENT



I acknowledge receipt of the ITAC Solutions Consultant Guidebook and acknowledge and agree that the information provided to me in this Guidebook is not intended to and does not establish an express or implied contract of employment with ITAC Solutions, any of its divisions, or with any of its clients to whom I might be assigned.

I understand that all employment with ITAC Solutions is at-will, and it has been explained to me and I understand this means that both ITAC Solutions and I have the right to terminate our employment relationship at any time, with or without cause, and with or without notice so long as it does not violate federal or state law. In other words, I understand that I am employed at-will. I also understand that my employment is for an indefinite term and may be terminated at any time at the will of either myself or ITAC Solutions.

I also understand and acknowledge that ITAC Solutions does not have a guaranteed progressive discipline policy, and that the Company reserves absolute discretion to determine the appropriate discipline for any infraction, up to and including immediate separation from the Company. I, the undersigned, acknowledge receipt of the ITAC Solutions Consultant Guidebook.

I further understand that I am required to read and become familiar with all the provisions of the policies contained within the Guidebook, and an ITAC Solutions representative will answer any questions concerning these policies.

Please sign, date and return this page to ITAC Solutions.

Name (please print)

Signature

Date