

**RECALL, REHIRE AND REINSTATEMENT
ACKNOWLEDGMENT AND AGREEMENT**

This Agreement confirms that I have been recalled from layoff/furlough after a period of unemployment with the Company. Conditioned on the agreements contained herein, I am being rehired and reinstated to my former employment with the Company. I acknowledge and agree that I was previously subject to certain employment-related requirements and agreements as part of that prior employment. Those prior requirements and agreements included, but were not limited to:

1. The Company's written policies and procedures, including but not limited to the Employee Handbook;
2. The agreement of at will employment; and
3. The agreement to submit claims/disputes to binding arbitration pursuant to the Federal Arbitration Act that I may have against the Company and/or its affiliates and/or third-party beneficiaries (and any claims or disputes they may have against me) relating to any and all claims/disputes of any nature, except as expressly limited by the applicable prior arbitration agreement(s).

I acknowledge and agree that all policies, procedures and agreements in writing with the Company, including but not limited to those listed in items 1 to 3 above, are enforceable and will continue to apply to my prior employment, my period of unemployment and my reinstated employment. I understand and agree that my employer may change and/or modify all terms and conditions of my employment in the future, with the exception of the at will and arbitration agreement which agreements shall be binding upon both of us, absent a future written agreement by both of us to modify any such agreement.

I acknowledge that I had the opportunity to read and review all prior written policies and agreements prior to signing this agreement and prior to being rehired/reinstated.

I understand and agree that all company-provided benefits will apply to me pursuant to the terms of the Company's benefit plans upon my rehire.

By signing below, we agree that I am rehired and reinstated to employment by the Company commencing on _____ subject to the terms stated herein.

Employee Signature -

Date

Printed Name of Employee

Signature of Authorized Company Representative

Date

Printed Name of Authorized Company Representative

Maintain In Personnel File