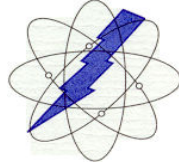


Power Equipment Maintenance, Inc.

Proven Performance / Quality Driven



SAFETY HANDBOOK ACKNOWLEDGMENT

THE COMPANY SAFETY HANDBOOK DESCRIBES IMPORTANT INFORMATION ABOUT OSHA, STATE AND COMPANY POLICIES, RULES AND REGULATIONS AND I UNDERSTAND THAT I SHOULD CONSULT MY SUPERVISOR REGARDING ANY QUESTIONS NOT ANSWERED IN THE HANDBOOK.

I HAVE ENTERED INTO MY EMPLOYMENT RELATIONSHIP WITH PEM, INC. VOLUNTARILY AND ACKNOWLEDGE THAT THERE IS NO SPECIFIED LENGTH OF EMPLOYMENT. ACCORDINGLY, EITHER OF US CAN TERMINATE THE RELATIONSHIP AT WILL, WITH OR WITHOUT CAUSE, AT ANY TIME, SO LONG AS THERE IS NO VIOLATION OF APPLICABLE FEDERAL OR STATE LAW.

SINCE THE OSHA STANDARDS, STATE AND COMPANY POLICIES, RULES AND REGULATIONS DESCRIBED HERE ARE NECESSARILY SUBJECT TO CHANGE, I ACKNOWLEDGE THAT REVISIONS TO THE HANDBOOK MAY OCCUR. ALL SUCH CHANGES WILL BE COMMUNICATED THROUGH OFFICIAL NOTICES AND I UNDERSTAND THAT REVISED INFORMATION MAY SUPERSEDE, MODIFY OR ELIMINATE EXISTING POLICIES, RULES AND REGULATIONS.

FUTHERMORE, I ACKNOWLEDGE THAT THIS HANDBOOK IS NEITHER A CONTRACT OF EMPLOYMENT NOR A LEGAL DOCUMENT. I HAVE RECEIVED THE HANDBOOK AND I UNDERSTAND THAT IT IS MY RESPONSIBILITY TO READ AND COMPLY WITH THE POLICIES, RULES AND REGULATIONS CONTAINED IN THIS HANDBOOK AND ANY REVISIONS MADE TO IT.

PRINTED NAME

SIGNATURE

DATE