

ACKNOWLEDGMENT

I acknowledge that I have received a copy of the Cold Chain Technologies, LLC (“Cold Chain” or “the Company”) Employee Handbook, and I understand that I am responsible for reading the personnel policies and procedures described within it.

I understand that the Company has the right to revise, modify, change, disregard, suspend, add to or cancel at any time, without written or verbal notice, all or any part of the Handbook’s contents as it deems appropriate, and that this Handbook replaces any and all prior handbooks, policies and procedures of the Company.

I understand that the Handbook is for information and guidance only and is not to be construed as a contract or promise between me and the Company.

I understand that, as an employee-at-will, both the Company and I have the right to terminate my employment at any time, with or without cause, and with or without notice.

If I have questions regarding the content or interpretation of these policy statements, I will bring them to the attention of my Human Resources Representative.

Name (please print)

Signature of Employee

Date