SUBJECT	Date
EMPLOYEE HANDBOOK RECEIPT	04-07-21

ELECTRONIC VERSION OF THE FLYNN MANAGEMENT CORPORATION EMPLOYEE HANDBOOK

The employee handbook describes important information about Flynn Management Corporation (FMC), and I understand that I should consult the President regarding any questions not answered in the handbook. I have entered into my employment relationship with FMC voluntarily and acknowledge that there is no specified length of employment. Accordingly, either I or FMC 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 information, policies, and benefits described here are necessarily subject to change, I acknowledge that revisions to the handbook may occur, except to FMC's policy of employment at will. All such changes will be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies. Only the President of FMC has the ability to adopt any revisions to the policies in this handbook.

Furthermore, I acknowledge that this handbook is neither a contract of employment nor a legal document. I understand that it is my responsibility to read and comply with the policies contained in this handbook and any revisions made to it. I understand that I am accountable for knowing and abiding by all the policies and procedures contained within the Flynn Management Corporation Employee Handbook and that I will be held accountable for abiding by the policies and procedures contained therein.

I understand how to access the online electronic version of the Flynn Management Corporation Employee Handbook. It is located at www.flynnmanagement.com/forms.

If you do not understand how to access the online manual, see your immediate supervisor for training until you are able to successfully access the online manual.

Date_____

Employee Signature_____

Printed Name_____

* Return this receipt to Flynn Management Corporation's main office.