

ATTENDANCE AGREEMENT

I have read the Medical Staffing Solutions attendance policy in the employee handbook and it has been explained to be verbally as well. I am aware that if I have an unexcused absence during the first 100 hours or 90 days of employment, whichever is greater, it can and will be grounds for termination. I understand that unexcused absences are those that arise for any reason other than illness or the death of an immediate family member. I also understand that in those cases in which I do call in as a result of illness, I must provide documentation from a Doctor to make the absence excused. Furthermore, I understand that vehicle emergencies are not considered excused absences and that if such emergencies arise I must arrange for alternate transportation. As long as I make it to the assignment before the shift is half over the absence will be excused. Absences for any reason other than documented illness or death in the family can only be excused only at the discretion of Brent Denbo, VPO, Joan Russell, COO or Melanie Theriac, CEO.

ACKNOWLEDGEMENT OF EMPLOYEE HANDBOOK

I acknowledge my receipt of the Medical Staffing Solutions (MSS) Employee Handbook. I understand the Employee Handbook is intended to provide information regarding MSS's employment practices and policies, and that Handbook and the practices and policies it contains are subject to change at any time, with or without notice, at MSS's sole and absolute discretion.

This Handbook does not constitute a contract or obligation on the part of MSS, and does not guarantee my employment for any specific duration. I acknowledge that the employment relationship between MSS and me is employment-at-will, that both parties remain free to end the employee/employer relationship at any time, for any reason, with or without notice. No supervisor, manager, employee, or other representative of MSS, other than the MSS CEO, COO, or VPO has authority to make any promise or commitment contrary to the foregoing, or to enter into any agreement with me for employment for any specified duration. Any such agreement entered into by the CEO, COO, or VPO of MSS must be in writing.

The topics covered in this handbook include:

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| -Mission Statement | -Smoking |
| -Purpose of Handbook | -Employment of Relatives |
| -Equal Opportunity Statement | -Confidential Information |
| -Employment Relationship | -Personal Appearance |
| -Scheduling Work Hours | -Personal Conduct |
| -Notice of Termination | -Attendance / Tardiness |
| -Problem-Solving Procedure | -Disciplinary Procedures |
| -Anti-Harassment Policy | -Orientations |
| -Workplace Protection | -Your Pay |
| -Personal Information / Personnel Records | -Your Benefits |
| -Safety | -Employee Reward Program |
| -Workplace Injuries | -Family and Medical Leave |
| -Alcohol and Drug Free Workplace Policy | -Handbook Updates / Employee Access to Web Page |

I have read and understand the above statements, and I understand that it is my responsibility to read and comply with the policies contained in this handbook and any revisions made to it (updated employee handbooks can be viewed and / or downloaded at www.mssmedicalstaffing.com with sign in as follows: Username-mssmedicalstaffing Password- jm2hm

Employee Signature: _____ Date: _____