

ACKNOWLEDGMENT AND RECEIPT OF THE JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY SEXUAL HARASSMENT POLICY AND COMPLAINT FORM

| acknowledge that I have received the Joint Industry Board of the Electrical Industry Sexual Harassment Policy and Complaint Form on |
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| understand that it is my responsibility to read and understand the policies and procedures contained the Policy, and understand that it is my responsibility to be familiar with and abide by its terms. |
| also acknowledge that I will be required to attend mandatory annual sexual harassment training and hat if I should have any questions regarding the Policy, I will consult the Human Resources Department of the Joint Industry Board of the Electrical Industry. |
| EMPLOYEE'S NAME (printed): |
| EMPLOYEE'S SIGNATURE: |
| TITLE/POSITION: |