

	Employee Acknowledgment	<i>Effective Date:</i> 02-01-2011 Rev 1

**POLICY**

It is Global Power Equipment Group Inc.'s ("Global Power") policy that information relating to personnel policies be developed and disseminated so that the policies are understood and adhered to consistently throughout the organization. It is also the policy of Global Power and each of its subsidiaries (collectively, or each individually, as applicable, the "Company") that employment of all employees is at-will, and that either the Company or the employee may terminate the relationship with or without cause at any time. Nothing in this Handbook shall create a contract between the Company and any employee.

**EMPLOYEE ACKNOWLEDGMENT**

1. This policy manual describes information about the Company, and I understand that I should consult the Human Resources or my supervisor regarding any questions not answered in the manual. **I have entered into my employment relationship with the Company voluntarily and acknowledge that there is no specified length of employment. Accordingly, either I or the Company 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.**
2. No manager, supervisor or employee of the Company, other than the President, has the authority to enter into any agreement, expressed or implied, verbal or in writing, for employment for any specific period of time, or to make any agreement for employment other than at-will.
3. Since the information, policies, and benefits described in this policy manual are necessarily subject to change, I acknowledge that revisions to the manual may occur, except to the Company'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.
4. I understand and acknowledge that as stated in the manual I am required to return all Company property and pay all debts owed to the Company at the time of termination. By signing this document I authorize the Company to withhold any outstanding monies owed to the Company from my last check.
5. Only the CEO of Global Power has the authority to adopt any revisions to the policies in this manual.
6. Furthermore, I acknowledge that this policy manual is neither a contract of employment nor a legal document. I have the opportunity to review the manual, and I understand that it is my responsibility to read and comply with the policies contained in this manual and any revisions made to it and report any non-compliance to my supervisor. All information contained in this manual is considered confidential and proprietary.

**Employee Name:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

