



The Team Member Handbook is for your use and a source of information about Egg N' Joe Franchise Systems, LLC. (ENJFS) and your job. It is not a contract of employment, express or implied, but merely sets forth regulations of employment, methods for resolving conflicts, and an explanation of your benefits and policies. Your signature below acknowledges your receipt of a copy of this handbook and your understanding and acceptance that:

1. I commit to behaving in accordance with the Respectful Workplace policy;
2. I commit to practicing safety as outlined in the Accident Prevention policy;
3. I am responsible for reading, understanding and adhering to the policies outlined in the ENJFS handbook and am invited to ask my Manager any questions that I may have;
4. The provisions of this Handbook are guidelines, statements of policy and procedures that may be changed by ENJFS at any time;
5. ENJFS reserves the right to revise, modify, delete or add to any and all policies, procedures, work rules or benefits stated in this handbook or in any document at any time.
6. ENJFS does not guarantee me specific benefits because ENJFS benefits, policies and procedures may change from time to time without my consent;
7. No supervisor or other representative of ENJFS, other than its President has the authority to enter into any agreement for employment for a specified period of time or make any agreement contrary to the policies contained in this manual;
8. ENJFS or I may terminate my employment relationship at any time, for any reason not expressly prohibited by law.

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Team Member Printed Name

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Witness Printed Name

\_\_\_\_\_  
Team Member Signature

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Witness Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date