

North Texas Convenience Stores LLC

And all affiliated Entities

I have been advised of the Team Member Handbook.

The Team Member handbook describes important information about North Texas Convenience Stores LLC./ Stores/ Restaurants/Any Affiliated companies and I understand that I should consult the Operations/Restaurant Manager or Human Resources regarding any questions not answered in the handbook. I have entered into my employment relationship with NTCS voluntarily and acknowledge that there is no specified length of employment. **Accordingly, either I or NTCS can terminate the relationship at will, with or without cause, at any time, so long as there is not violation of applicable federal or state law.**

I understand and agree that, other than the President of NTCS, - no manager, supervisor, or representative of NTCS has any authority to enter into any agreement for employment other than at-will; only the President of the company has the authority to make any such agreement and then only in writing signed by the President of NTCS.

This manual and the policies and procedures contained herein supersede any and all prior practices, oral or written representations, or statements regarding the terms and conditions of your employment with NTCS. By distributing this handbook to the stores and to the employee via snag-a-job (To those participating locations), the Company expressly revokes any and all previous policies and procedures which are inconsistent with those contained herein.

I understand that, except for employment at-will status, any and all policies and practices may be changed at any time by NTCS, and the company reserves the right to change my hours, wages and working conditions at any time. 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 NTCS has the ability to adopt any revisions to the policies in this handbook.

I understand and agree that nothing in the Employee Handbook creates, or is intended to create, a promise or representation of continued employment and that employment at NTCS and all affiliated companies is employment at-will, which may be terminated at the will of either NTCS or myself. Furthermore, I acknowledge that this handbook is neither a contract of employment nor a legal document. I understand and agree that employment and compensation may be terminated with or without cause and with or without notice at any time by NTCS or myself.

I acknowledge a copy of the handbook is available at the location and/or online and I understand that it is my responsibility to read and comply with the policies contained in the handbook and any revisions made to it.

Employee Signature

Employee Printed Name

Date

Manager Signature (Company)

Witness Printed Name

Date

If Employee is under 18, parent/guardian must complete below:

Parent/Guardian Signature

Printed Name of Parent/Guardian

Date