

ACKNOWLEDGEMENT & CONSENT

By this document, I hereby acknowledge the receipt of the Administrative Personnel Policy and Procedures that I have read, understand and will abide by *all* policies contained and referenced in this Policy as a condition of my continued employment. I understand that the Policy is not a contract of employment, express or implied, and does not create binding obligations on MBCI. I also understand that MBCI has the right, at any time, and for any reason, to make changes in all employment policies, instructions, and procedures and with retroactive effect. I further understand that my employment is not for any specific term or period of time, and that the MBCI may take any action concerning my employment, including termination of my employment, consistent with these Policies and Procedures. I further understand and agree that future updates to this Policy may be made and noticed through any means.

I hereby agree to abide by all MBCI policies and to use their specific reporting procedures if I believe I have experienced or witnessed conduct, illness, or injury covered by the policies.

I specifically consent to MBCI conducting telephone monitoring and video surveillance on MBCI premises (other than locker and restrooms), and monitoring and/or inspecting any information on or from MBCI-provided communication systems in accordance with this Policy. Any personal belongings and vehicles are also subject to search for reasonable cause consistent with the Constitution and Bylaws of the Mississippi Band of Choctaw Indians.

I further understand and agree that, if I am terminated or I terminate my employment, I have three business days to return all MBCI property in my possession or signed out to me. I understand and agree that the cost for any unreturned MBCI property, as well as any outstanding debts or negative balance annual leave I owe to MBCI, may be withheld from my final paycheck. I understand and agree that if my final paycheck does not cover the cost for any unreturned MBCI property, outstanding debt, or negative balance sick leave, and I do not pay those amounts to MBCI by December 31 of that year, MBCI may take appropriate legal steps to recover any unpaid amounts owed to MBCI and MBCI will consider those amounts to be gross income and will report those amounts on my W-2 form for that taxable year.

PLEASE PRINT NAME

SIGNATURE

DATE