

## Employee Consent and Acknowledgment Agreement

This Consent and Acknowledgment Agreement ("Agreement") is between PG Manufacturing, LLC, a Michigan limited liability company, and each of its subsidiaries and affiliates including PG Group, LLC, N-East Services, LLC, HQ3 Enterprises, LLC, CSHM Services, LLC, SSK Services, LLC, 818 Terminal Road, LLC, Cedjo Services, LLC and Warren Elite PC, LLC (collectively, "Company") and \_\_\_\_\_ ("Employee"), and is made in consideration of certain payments and benefits to be provided by Company to Employee pursuant to the employment terms agreed to by and between Company and Employee.

**Consent to Background Check.** Employee authorizes the Company to investigate all statements contained in this Employee's application, including records of any former employers, police departments, and other references or sources concerning Employee. Employee authorizes all such references and sources (and the Company) to release this information without liability for damage resulting from such release. Employee waives any written notice of the release of such records that may be required by state or federal law. Employee acknowledges that the Company and/or related entities will complete a full criminal background investigation, including but not limited to, a State Police Criminal Conviction Record Check and Secretary of State Record Check. Employee further understands that the Company has the right to either withdraw any conditional offer of employment or terminate employment based upon the results of the investigation.

**Obligation to Report Criminal Activity.** Employee shall be under a continuing obligation to Company to disclose any new or pending criminal charges or convictions within 24 hours of a criminal charge or conviction. Employee understands that the Company may terminate Employee immediately if Employee's criminal misconduct would cause the Company to be in violation of any law, rule or regulation applicable to the business of Company.

**Release and Binding Effect.** It is Employee's express intent that this Agreement bind Employee's family members, spouse, heirs, assigns, personal representatives, and anyone else entitled to act on Employee's behalf to the extent that any such individual is actually acting on the Employee's behalf. This Agreement is deemed as a release, waiver, discharge and covenant not to sue the Company.

**Governing Law and Venue.** Employee covenants and agrees that this Agreement shall be construed in accordance with the laws of the State of Michigan, and that any mediation, suit, or other proceeding relating to this Agreement and any activities covered hereby must be filed or entered into only in the Federal or State courts located within Michigan.

**Severability.** Any portion of this Agreement deemed unlawful or unenforceable is severable and shall be stricken without any effect on the enforceability of the remaining portions hereof and/or this Agreement as a whole to the full extent authorized by law.

**Waiver.** No waiver of any term or right in this Agreement shall be effective unless in writing, signed by an authorized representative of the waiving party. The failure of any party to enforce any provision of this agreement shall not be construed as a waiver or modification of such provision, or impairment of its right to enforce such provision or any other provision of this agreement thereafter.

**Employee Acknowledgement.** Employee acknowledges and agrees that the Employee has read and fully understands this Agreement, has had the opportunity to negotiate its terms and understands that the Employee has given up substantial rights by signing it. Employee acknowledges and agrees that Employee has been advised by Company to consult with attorneys concerning the terms hereof. Employee certifies that Employee has reached the age of majority, has signed under his/her own free will, and is not suffering under any legal duress (including without limitation undue influence or coercion to sign) or other disabilities. Employee acknowledges that Employee has seven (7) days to consider the terms hereof, and acknowledges that in the event that Employee executes this Agreement prior to the expiration of this term, the balance thereof is waived. Additionally, Employee understands that Employee has seven (7) days following Employee execution of this Agreement to revoke it in its entirety, and therefore, the terms of this Agreement shall not become effective until such period has transpired. Employee understands that this signed Agreement will be retained in Employee's personnel file by Company.

**Federal Illegality.** Employee acknowledge that marijuana remains a Schedule I controlled substance under The Controlled Substances Act (CSA); possessing, using, manufacturing, distributing, and/or selling marijuana or marijuana-derived products is illegal under federal law notwithstanding the existence of any state law to the contrary. Employee hereby waive and agree not to assert or take advantage of any defense or claim based upon the federally illegality of marijuana.

**Entire Agreement; Modification.** This Agreement is the entire agreement between the parties with respect to the subject matter hereof and supersedes any prior agreement or communications between the parties, whether written, oral, electronic, or otherwise. No change, modification, amendment, or addition of or to this agreement shall be valid unless in writing and signed by authorized representatives of the parties. This agreement shall be binding upon and inure to the benefit of the successors, assigns, and legal representatives of the parties.

By executing where indicated below, Employee hereby accepts the terms hereof in their entirety as of the date set forth below.

By: \_\_\_\_\_

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

Date: \_\_\_\_\_