

Released April 2026

Section 6

Handbook Acknowledgement

Acknowledgement of Receipt and Agreement to Abide by Handbook

I acknowledge that I received a copy of Merion Realty Partners' **Employee Handbook**. I agree to carefully read and abide by the policies, procedures and other provisions in the Handbook.

I understand that the Company reserves the right to revise, supplement, rescind or interpret the provisions of this Handbook in its discretion, and that changes to the Handbook, whether oral or written, are only effective if issued in writing and signed by the Company ownership/executive leadership, or if included in the Company's subsequent written revisions of this Handbook.

I acknowledge that I received a copy of Merion Realty Partners' **Employee Handbook Addendums**. The Handbook Acknowledgement and Receipt also cover the Cell Phone Allowance Policy, Generative AI Usage Policy, and State/Commonwealth Addendums.

I also understand that this Handbook is not a contract of employment, and that I will remain an employee at will, subject to termination at any time and for any reason, unless the Company and I enter into a signed employment agreement stating otherwise.

Employee's Printed Name

Employee's Signature

Date