

ACKNOWLEDGEMENT

This is to acknowledge receipt of the Qivliq “Ethics and Compliance Program Code of Conduct” Handbook and related material.

I have reviewed the handbook and have become familiar with its contents. I understand that the Code does not address every conceivable situation and that in deciding how to proceed in specific situations not addressed by the code, the Employee Handbook or other written instructions, I must apply my highest ethical judgment. When in doubt on how to proceed, I will seek advice or assistance from my supervisor or the corporate Ethics Officer.

I further acknowledge that adhering to the principles and values set out in the Qivliq Code of Conduct is not optional but rather is a condition of employment. Failure to abide by the Code or other established standards could result in disciplinary action up to and including termination. However, the Code is not a contract of employment. The provisions of the code do not create any new or additional legal rights. Qivliq has the exclusive right to create, amend or interpret the Code and its provisions.///

Signature of Employee

Printed Name

Company

Date

**PLEASE RETURN THE COMPLETED FORM TO YOUR SUPERVISOR FOR
INCLUSION IN YOUR EMPLOYEE PERSONNEL FILE OF RECORD.**