



Sentara Employee Handbook Acknowledgement

I acknowledge that the most recent Sentara Employee Handbook is located on Wavenet, Sentara's Intranet, and I understand that I am responsible for reading the Handbook and hereby assert that I either have read it or intend to read it.

This handbook outlines some of my responsibilities as an employee and some of the benefits presently offered by Sentara Healthcare.

I understand that this Handbook is only a guide to some of the conditions of my employment and that it is not all-inclusive of the Company's policies and practices. I also understand that Sentara Healthcare's management may change or implement policies and practices at any time it determines necessary and appropriate, with or without notice.

I understand that the Handbook currently posted on Wavenet replaces and supercedes any prior versions of the Sentara Employee Handbook. I will be notified by Sentara management as changes are made to this Handbook. I understand that nothing in this Handbook constitutes a contract between Sentara and me, and I also understand that my employment is at-will, as described in this handbook.

I also understand that no supervisor, manager or representative of Sentara Healthcare other than the Chief Executive Officer has the authority to enter into any agreement with any employee for employment for any specified period of time or to make any promises contrary to the foregoing.

Employee's Signature

____Date

Please print name