



Professional Resolution Process (PRPSM) Acknowledgement

I, the undersigned Member, acknowledge the following:

1. I have received a copy of the Professional Resolution Process (PRPSM), Revised 04.09, or have been provided access to a copy of the PRP from the Client Company, my SCI Client Service Professional (CSP), or [online](#) if I have access to [Employee Self-Service \(ESS\)](#).
2. I agree to be bound by the terms of the PRP as they relate to all applicable disputes that arise out of my employment with the Client Company and SCI Companies (SCI).
3. I understand that the PRP is a condition of my employment. I agree to be bound by the terms of the PRP and will attempt to resolve all applicable employment disputes concerning the Client Company, other SCI Members and/or SCI, and any affiliates thereof, in accordance with the PRP.
4. I understand that the PRP may be amended or revised from time to time by SCI, and I agree to be bound by all amendments or revisions of the PRP as a condition of my employment.
5. Except as prohibited by the law, I agree to waive any right I may have to a jury trial with respect to any litigation related to, or arising out, of my employment that is covered by the PRP that I may have now or in the future while the PRP is in effect including, but not limited to, any claim relating to discrimination, harassment or any of the terms and conditions of my employment (including but not limited to hiring, promotion, compensation and termination decisions). I am informed through this provision that I have the right to have counsel of my own choosing review this PRP Acknowledgement and to consult with me about its meaning and effect. ***I understand and agree that I knowingly and voluntarily waive my right to a jury trial.***
6. I understand that the PRP is not intended to alter my status as an "at-will" employee of SCI and/or the Client Company.
7. Collective Bargaining Agreements: If there is a collective bargaining agreement between Client and a union, the terms of that collective bargaining agreement shall supersede any conflicting provisions in the PRP and/or PRP Acknowledgement. SCI is not a party to any collective bargaining agreement.

Member Printed Name

Member # or last 4 SSN

Member Signature

Date

Witness Printed Name

Witness Signature

Date

Supervisor Printed Name

Client Company Name / Process Level

Supervisor Signature

Date