

GENERAL MANAGER HANDBOOK ACKNOWLEDGMENT

This General Manager Handbook is an important document intended to help General Managers become acquainted with ACE HOSPITALITY & MANAGEMENT COMPANY. This document is intended to provide guidelines and general descriptions only; it is not the final word in all cases. Individual circumstances may call for individual attention.

Because the Company's operations may change, the contents of this Handbook may be changed at any time, with or without notice, in an individual case or generally, at the sole discretion of management.

Please read the following statements and sign below to indicate your receipt and acknowledgment of this Handbook as well as the employee handbook, emergency manuals.

I have received and read a copy of ACE HOSPITALITY & MANAGEMENT COMPANY's General Manager Handbook. I understand that the policies, rules and benefits described in it are subject to change at the sole discretion of the Company at any time.

I further understand that my employment is terminable at will, either by myself or the Company, with or without cause or notice, regardless of the length of my employment or the granting of benefits of any kind.

I understand that no representative of ACE HOSPITALITY & MANAGEMENT COMPANY other than the President and/or the CEO and/or the Vice President may alter "at will" status and any such modification must be in a signed writing.

I understand that my signature below indicates that I have read and understand the above statements and that I have received a copy of the Company's General Manager's Handbook.

General Manager's Printed Name: _____

General Manager's Signature: _____

Date: _____

The signed original copy of this acknowledgment should be given to Corporate Leadership- it will be filed in your personnel file.