

TEAM MEMBER VOLUNTARY COMMITMENT TO COMMUNITY CHARITIES

By filling out this form, you become part of your Company's Team Member Assistance Program that helps fellow Team Members in need. By authorizing weekly payroll deductions of \$1 or more, you can make a sizable annual contribution. Contributions will be directed to help fellow team members that experience unexpected emergencies or any catastrophic events.

By signing this form, you acknowledge and agree that the uses of the funds contributed shall be within the sole discretion of the company's and that in the event of emergencies for team members and their families, the company reserves the right to keep the name of the recipient and/or the reason for the payment confidential. We greatly appreciate your voluntary participation in this program.

Amount pledged: \$_____ (weekly deduction)

I authorize The Kent Companies to deduct the amount pledged from each paycheck.

Name: (Print) _____

Signature: _____

Date: _____