

3.0 EMPLOYEE ACKNOWLEDGEMENT FORM

**Code of Business Ethics
Employee Acknowledgement**

This is to acknowledge that _____ has read and understands the Kepler Code of Business Ethics and has received and understands the company Ethics Policy. Employee further agrees to comply with the Kepler Code while acting as an agent of Kepler in any business capacity and understands that any significant violation of this code may result in disciplinary action. Employee further understands and acknowledges his/her responsibility notify appropriate Kepler management of any suspected wrongdoing.

Employee Printed Name: _____

Employee Signature: _____