

WAIVER

In exchange for considering my application for employment, I agree that any claim or lawsuit arising out of my application, the application process, my hiring (or rejection for employment) and any subsequent employment with JK Co LLC. must be filed no more than six (6) months after the date of the employment action that is subject of the claim or lawsuit. While I understand that the statute of limitations for claims arising out of an employment action may be longer than six (6) months, I agree to be bound by the six (6) month period of limitations set forth herein and I waive any statute of limitations to the contrary. Should a court determine in some future lawsuit that this provision allows an unreasonably short period of time to commence a claim or lawsuit, the court shall enforce this provision as far as possible and shall declare the lawsuit barred unless it was brought within the minimum reasonable time within which the claim or suit should have been commenced.

Employee Signature _____

Employee Name Printed _____ Date _____