

APPENDIX VIII

ACKNOWLEDGEMENT SIGN-OFF FOR ANTI-DISCRIMINATION POLICY, ANTI-HARASSMENT POLICY, AND MEMBER HANDBOOK

I, _____, a member of Capital Ringers, Incorporated, affirm that I:

- a. Have received a copy of the Capital Ringers, Inc. Anti-Harassment policy;
- b. Have read and understand the policy;
- c. Agree to comply with the policy;
- d. Have received a copy of the Capital Ringers, Inc. Anti-Discrimination policy;
- e. Have read and understand the policy;
- f. Agree to comply with the policy;
- g. Have received a copy of the Capital Ringers, Inc. *Member Handbook*
- h. Have read and understand its contents;
- i. Agree to serve as a Capital Ringers, Inc. member in accordance with the *Member Handbook*.

Signed _____

Date _____