

JA COMPANY CODE OF ETHICS EMPLOYEE AGREEMENT

I am aware of the Code of Ethics that is to be followed while running a JA *Company Program*. I agree to follow the Code of Ethics set out in the Employee Handbook and defer to the *Test of Disclosure* as a general rule when making decisions that contribute to the overall success of the business.

NAME OF EMPLOYEE	SIGNATURE	DATE

President: _____

VP Human Resources: _____

PRINT NAME

SIGNATURE

DATE