



MICRO MEDICAL

SYSTEMS, INCORPORATED

Acknowledgement of Receipt of Employee Information Binder

This Employee Information Binder ("Binder") was provided to me as a means of informing me of the policies and procedures under which Micro Medical Systems, Inc., operates. I verify that I have read the entire Binder and I understand all policies, procedures, and guidelines contained herein. I understand I will receive updates and amendments to this binder from time to time and that it is my responsibility to read these updates and keep my binder current.

I understand that the practices outlined in this Binder are to be considered as guidelines only. The contents of this Binder are subject to change without notice and can be changed, deleted, suspended, or discontinued at any time and without prior notice at the discretion of Micro Medical Systems, Inc. I further understand that the language used and the information contained in this Binder do not constitute or create terms of an employment contract between me and Micro Medical Systems, Inc., or a guarantee of employment for any specific duration. No statement or promise by a supervisor, manager, or department head may be interpreted as an employment contract.

I understand that my employment and compensation is "at will" and can be terminated with or without cause or notice at any time at the option of either Micro Medical Systems, Inc or me.


Signed

21 JUL 99
Dated

Enclosed: EIB Table of Contents.