

HANDBOOK RECEIPT & CONFIDENTIALITY AGREEMENT

Issued 2026

Initial _____ I acknowledge receipt of a copy of Chronic Tacos team member handbook and other training materials relevant to my job. I understand that this Handbook and other materials contain important information on some of Chronic Taco's general personnel policies and on my privileges and obligations as an employee of this Company. I acknowledge that it is my responsibility to read and adhere to the guidelines in all materials. I am aware that Chronic Tacos may, in its sole discretion, change, rescind or add to any policies, benefits or practices described in this handbook or other training material and that I must abide by the new policies and practices.

Initial _____ I understand and acknowledge that the Company's team member handbook sets forth specific rules and guidelines team member conduct ("Prohibited Conduct"). It is my responsibility to adhere to these rules and guidelines as well as other rules and guidelines which may be established by the Company from time to time. I understand that the Company's "Prohibited Conduct" is not an exhaustive list of prohibited conduct, and that a violation of this or any other prohibited conduct may lead to disciplinary action, up to and including discharge.

Initial _____ I also understand that the Handbook and other training materials are not, nor should they be considered to be, an agreement or contract of employment, express or implied. I further acknowledge and understand that my employment with Chronic Tacos is and at all time remains "at will". This means that I have the right to terminate employment at any time, for any reason, without cause. Likewise, Chronic Tacos may terminate my employment at any time, for any reason, with or without cause.

Initial _____ I understand that I will be given or exposed to materials that are considered proprietary or confidential in nature. Items such as this Handbook and the Training, Operational and Recipe Guides are the sole property of Chronic Tacos, and are intended for team members' use only. I understand that I may not share, sell, photocopy or distribute any of these materials to any other individual, business or corporation, either during or after my employment. Also, depending on my position, I may be exposed to recipes, preparation methods, types of equipment, and overall concept, theory and organization. I understand that recipes and preparation methods, procedures followed, lists and identities of various vendors, equipment used and sources of goods and supplies are highly confidential and that I may not reveal or share this information with anyone or for any reason, either during or after my employment. By signing this document, I agree that I will not divulge recipes and preparation methods, procedures followed, lists and identities of various vendors, equipment used and sources of goods and supplies or any other Chronic Tacos operating information verbally, photographically, via video, in writing or in any other medium to any other party, at any time, for any reason. I also understand that it is against Company policy to make or possess copies of recipes for any non-Company use, or for the use of others. Finally, it is absolutely against company policy to photograph, record sound or video or in any other form to record sights and sounds of the operations or the décor of any stores and in particular Chronic Tacos offices and headquarters juicing facility. I further understand that it is my duty to report any such recording being made by any Chronic Tacos staff to my immediate supervisor in a timely manner. Upon termination of my employment, I shall return all copies of any recipes or preparation methods that may be in my possession. I understand that I am bound by this Confidentiality Agreement during and after my employment by Chronic Tacos. Failure to adhere to this Confidentiality Agreement may lead to disciplinary action, discharge, and/or legal action.

CHRONIC TACOS

Initial _____ I understand that Chronic Tacos maintains a written Injury and Illness Prevention Program (IIPP) which is in accord with the federal and state Occupational Safety and Health Acts, as well as the General Industry Safety Orders. The IIPP is administered in the restaurant by the general manager, with the assistance and guidance of Chronic Tacos. I also understand and acknowledge that it is my responsibility to read the Chronic Tacos Safety Policy and abide by the requirements of such policy.

Initial _____ I understand and acknowledge that the Company has a zero tolerance drug and alcohol policy. I further understand that pursuant to the Company's drug and alcohol policy, the Company may test team members as a requirement for employment or who are suspected of using drug/alcohol on the job or reporting to work under the influence of following a work related injury or accident.

Initial _____ I recognize that differences may arise between me and the Company during, or following my employment with the Company. I agree to participate in impartial dispute-resolution proceedings as a condition of and as consideration for the offer of employment by the Company. If I or the Company determines that the Company's internal procedures for handling claims (including but not limited to, reporting claims to my manager, the and/or the Company's corporate team and owners), have not resulted in a mutually acceptable resolution of disputes between me and the Company, I agree to participate in arbitration proceedings.

Initial _____ I fully understand the Company has zero tolerance for any type of harassment and or bullying, not limited to only sexual harassment. I acknowledge that I am fully aware of the Company's anti-harassment policy. I am also fully aware of the Company's open door policy as it relates to elevating any concerns or issues an employee may have that is not being dealt with in a fair, equitable and timely manner at the restaurant.

Initial _____ I am not aware personally or professionally of any violation of the Company's anti-harassment policy, included in that policy but is not limited to any sexual harassment violations, concerns, or problems. If I become aware of any violations, I will follow the Company's guidelines of progressively reporting what I have heard, seen, or personally experienced, until I reach the Owner/CEO of the Company if that's what it takes.

Initial _____ I understand that security cameras may be in use within Company restaurants and other premises to monitor for security, theft, injury and other reasons. I hereby consent to such video surveillance.

Initial _____ I understand that my employment at Chronic Tacos is at the mutual consent of myself and the Company. Accordingly, either I or the Company can terminate the employment relationship AT WILL, at any time, with or without cause or advance notice.

Team Member Name (print)	Team Member Job Title
Signature	Date
Manager Signature	Chronic Tacos Location