

Consent to receive, review, access, sign & authenticate certain documents, forms, letters, & other information electronically

Snag.Work LLC ("Snagajob") is a provider of on-demand workers to fill shifts as requested by employers.

You are agreeing to electronically access, receive, review, sign, and authenticate certain documents, forms, and/or letters ("Materials") covered by the federal U.S. Electronic Signatures in Global and National Commerce Act ("E-SIGN"), various U.S. state electronic transactions acts ("ETAs"), and/or the separate state laws of Illinois, New York, and Washington, including but not limited to the following Materials:

- a. Applications for employment
- b. Offer letter, Confidentiality Agreement, and Arbitration Agreement which are a condition of your employment with Snagajob; and/or
- c. Any other materials provided by Snagajob in order to facilitate your employment and the filling of shifts.

These E-Signature Disclosures & Consent apply to all Materials, both current and future, related to your employment with Snagajob.

You are agreeing that your electronic signature is the equivalent of your handwritten (or wet) signature, with all the same legal and binding effect. In certain cases throughout your use of this system, you may be asked to click buttons labeled "I Agree," "I Acknowledge," or using similar words, or otherwise electronically to acknowledge, accept, review, etc. Materials. These E-Signature Disclosures & Consent apply to those instances as well. You also understand that, in its sole discretion, Snagajob may mail, hand-deliver, communicate, or otherwise send you hard-copy Materials.

You may obtain a paper copy of any electronic Materials, including ones already or to be accessed, received, reviewed, and/or signed electronically from Snagajob by sending a written request to Snagajob at 4851 Lake Brook Drive, Glen Allen, Virginia 23060. You will be charged a reasonable fee to cover the costs of providing a paper copy.

You may withdraw your consent to receive, review, access, sign, and authenticate any additional electronic Materials at any time by canceling these E-Signature Disclosures & Consent. You may cancel these E-Signature Disclosures & Consent and withdraw your consent now by not completing this E-Signature Disclosures & Consent form and exiting the system. You may cancel these E-Signature Disclosures & Consent and withdraw your consent in the future by sending a written cancellation request to Snagajob at 4851 Lake Brook Drive, Glen Allen, Virginia 23060 or customersupport@snagajob.com. Any withdrawal of your consent will be effective after a reasonable period of time in order for Snagajob to process your withdrawal. Withdrawal of your consent will have no legal effect on the validity, effectiveness, or enforceability of (a) any authorization, consent, or e-signature provided by you prior to the effective date of your withdrawal or (b) any document, form, letter, etc. that was provided or made available to you in electronic format prior to the effective date of your withdrawal. Withdrawal of your consent (i.e., canceling these E-Signature Disclosures & Consent) will terminate your access to Snagajob's online system.

You must update Snagajob regarding the information necessary to contact you electronically (including your personal email address) by emailing customersupport@snagajob.com. Snagajob may electronically send Materials to your work or personal email addresses, in its discretion.

To access these electronic Materials, you must have (a) a personal computer or mobile device and an operating system capable of receiving, accessing, displaying, and either printing or storing information, (b) an Internet connection, and (c) Internet Browser Software such as Internet Explorer®, Google Chrome®, Safari®, or Firefox®. Your Internet Browser Software must support 128-bit encryption and Secure Sockets Layer (SSL) protocol. If you are able to see these E-Signature Disclosures & Consent, your hardware and software should allow you to access these electronic Materials.

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