ACKNOWLEDGEMENT AND AGREEMENT OF COLLEAGUE HANDBOOK AND RECEIPT OF DOCUMENTS

Colleague Handbook Acknowledgement and Agreement

I acknowledge that I have received an electronic copy of the Colleague Handbook for City National Bank, located in the Before Your First Day section of the Colleague Welcome Center, and I understand that it is my responsibility to read and comply with its provisions and any revisions made to it. I agree that I will be held responsible for knowing the information contained in the Colleague Handbook and Appendices. I agree that the Colleague Handbook and this Acknowledgement and Agreement describe important information about my employment at the Bank, and that this Handbook supersedes and replaces prior Handbooks. Importantly, I agree that my employment at the Bank may be terminated by the Bank or by me at any time with or without cause, and that the Colleague Handbook reconfirms that “at will” status of my employment at the Bank.

The information contained in the Handbook is subject to change; I understand and agree that as revisions to the Handbook occur, I will be bound by those revisions.

Colleague Acknowledgement of Receipt of Documents

I have received and read the following electronic documents located in the Before Your First Day section of the Colleague Welcome Center:

A. Sexual Harassment is Forbidden By Law pamphlet
B. State Disability Insurance EDD pamphlet
C. Paid Family Leave brochure
D. Facts About Workers’ Compensation pamphlet
E. Important Information about Medical Care if you have a work-related injury or illness
F. Community Reinvestment Overview for New Colleagues

The contents of these pamphlets and notice are presented as a matter of information only and are not to be construed as a contract between City National and its employees. New situations develop constantly and it is understood that City National reserves the right to modify, add to, or delete any part of the practices, procedures, or benefits described in these materials.