



MARINE GROUP
BOAT WORKS

**AGREEMENT TO ARBITRATE
ALL EMPLOYMENT RELATED CLAIMS**

The Marine Group LLC. ("Company") and the individual identified by name and signature below ("Employee"), acknowledge that resolution of employment related disputes, claims and controversies (collectively, "Employment Claims") through formal litigation and the court system can be time consuming and costly to all parties involved. To avoid these circumstances and provide a prompt and cost efficient means of adjudication, company and Employee agree that all Employment Claims, including but not limited to those of alleged breach of contract, tort, harassment or discrimination, arising out of the employment relationship created between Company and Employee and which may properly be arbitrated under federal and state law, shall be resolved by arbitration award shall be final and binding on the parties and may be entered in any court having jurisdiction.

This agreement to arbitrate shall also be applicable to, and Employee agrees to submit to arbitration as provided herein, any claim against Company supervisors, officers, directors, agents or co-employees which Employee alleges arises out of said individual's actions on behalf of Company.

There is no other agreement, express or implied, between Company and Employee regarding final resolution of Employment Claims, and the contents of this agreement may not be modified except in writing and signed by both parties.

BY SIGNING THIS AGREEMENT, EMPLOYEE ACKNOWLEDGES RELINQUISHMENT OF THE RIGHT TO HAVE EMPLOYMENT CLAIMS ADJUDICATED BY COURT OR CIVIL TRIAL.

THE MARINEGROUP, LLC.
A California Corporation

BY: _____

EMPLOYEE'S SIGNATURE

TITLE: _____

PRINT NAME

DATE: _____

DATE: _____