



Hillman Beer Love Contract

Effective 9/27/21

We have entered into a personal relationship outside of work that is completely voluntary and consensual. We have received copies of the company policies relating to sexual harassment and workplace conduct and agree to follow these rules, including refraining from any displays of affection at work or work-related events.

We also agree that there has not been, nor will there be, any claim of sexual harassment for any event relating to our working together prior to signing this document. We understand that we will not seek or accept a position within the organization where one of us reports to the other and that we will remove ourselves from any work-related decisions that may arise involving the other. We also understand that either of us can end the relationship without fear of work-related retaliation and agree to conduct our business at work according to these guidelines. We will notify the company when our personal relationship ends. Additionally, we understand that any violation of company policies or this agreement will be grounds for disciplinary action, up to and including termination of employment.

We understand that any disputes arising from the relationship as it pertains to work issues, including agreeing to this document, will be resolved through mediation, and that we have the right to consult an attorney before signing this document.

With our signatures below, we understand and agree to abide by company policies and will conduct our consensual personal relationship outside of the work environment. We attest that up to the time of signing this document no prior behavior in the relationship has violated company policy.

Employee Signature _____

Print Name _____

Date Signed _____

Employee Signature _____

Print Name _____

Date Signed _____

Company Representative _____