

BAXTER

Consent for Electronic Communications

Disclosure and Consent Agreement

This Disclosure and Consent applies to all e-mail communications or electronic communications to and from RL Baxter Building Corp., (The Company). The term “communication” used in this Disclosure and Consent means any information, notice, authorization, disclosure, acknowledgement, question or other information sent to or received from you regarding RL Baxter Building Corp. business. This information includes but is not limited to; benefits, annual disclosures, and/or announcements. You agree that any such communications, whether electronically or printed, will be considered “in writing”, and each shall have the same binding legal significance. Any communications provided to you electronically will remain accessible to you.

By providing your consent below, you agree that:

You’ve provided RL Baxter Building Corp with a current e-mail address and cell phone number.

The company may send electronic communication in accordance with federal regulations

You will notify RL Baxter of any change in your current e-mail address and/or current cell phone number by contacting HR Personnel.

It is your responsibility to provide us with a true, accurate and complete e-mail address and cell phone number.

RL Baxter Building Corp may provide you with any communications in electronic format at the email address and/or cell phone number provided.

RL Baxter will notify you annually of the information required to be disclosed for that year, the internet address where the information can be found and state that, upon request, you’re entitled to a printed copy and instructions on how to request a printed copy.

Your consent to electronic communications is being provided in connection with a transaction affecting interstate commerce that is subject to the federal Electronic Signatures in Global and National Commerce Act and the laws governing the electronic process and forms under the jurisdiction of the state of New York and that these laws apply to the fullest extent possible to validate our ability to conduct business with you by electronic means.

You have the right to receive any legal required communications but if you choose to receive paper documents in a printed format, you may experience delays because of U.S. mail delivery and manual processing.

You may withdraw your consent to receive disclosures and communications in electronic form and to receive them in a printed format via U.S. mail by contacting HR personnel. There are no fees associated with the withdrawal of consent to receive communications in electronic form.

I _____, an employee of RL Baxter Building Corp. and affiliates agree to receive communications via electronic delivery.

Signature

Date