**Social Activity Policy**

Off-Duty Social Activities

From time-to-time, the Company may host social or recreational activities for its employees. Your attendance at these outings is completely voluntary, is not work-related and no adverse action will be taken against any employee who does not attend. Neither the Company nor its insurer will assume any liability for any injury which you might suffer as a result of your voluntary attendance at any off-duty social, athletic or recreational activity that in no event shall be considered to be part of the employee's work-related responsibilities.