

Annual Certification of Agreement Certificate 2007-'08 Fiscal Year

NAME: _____

I certify, by signing below, that:

- I hereby subscribe to the Purpose Statement and Doctrinal Basis of InterVarsity Christian Fellowship/USA® (InterVarsity),
- I understand that I should continually be aware of risks and apply the **2007 – 08 RISK MANAGEMENT policy** in my employment with InterVarsity,
- I agree that during my employment and indefinitely thereafter, I will not disclose information concerning the business of InterVarsity disclosed to me or acquired by me in confidence during my employment,
- IF I AM A SUPERVISOR, I will regularly (at least annually) discuss the above policies in my area/team meetings, AND
- I agree to resolve employment disputes as follows: Settle any claim or dispute that arises out of my employment by mediation and, if necessary, legally binding arbitration in accordance with the rules of a mutually agreed upon alternative dispute resolution service, subject to provisions of federal, State and local law governing arbitration, including, but not limited to jurisdiction and allocation and payment of costs. InterVarsity and I desire to settle any employment dispute as amicably as possible and, therefore, agree that the courts will be resorted to only in the event it is necessary to enforce an arbitration award.

Signature: _____ **Date:** _____