



FOR NEW HIRE EMPLOYEES

CONSENT FOR USE OF ELECTRONIC DOCUMENTATION AND ELECTRONIC SIGNATURES (E-SIGNATURES) AGREEMENT AND ACKNOWLEDGMENT FORM

Under the Uniform Electronics Transactions Act (UETA) and the federal U.S. Electronic Signatures in Global and National Commerce Act (E-SIGN Act), the undersigned (I) may be providing certain documents and forms signed in electronic format. By my signature below I agree and acknowledge the following:

I consent to the use of electronic signatures and records in the creation of documents and any subsequent addenda to the documents, if applicable, including, but not limited to New Hire Documents.

I signed or will sign said documents electronically myself, and I acknowledge that I did or may submit said documents electronically via the SignNow e-signature system.

All parties related to these documents, including, but not limited to Human Resources, are authorized to accept and rely on all forms, including: agreements, acknowledgements, disclosures, contracts, and instructions signed and sent electronically through the SignNow e-signature system, for the processing of this New Hire process as if such documents contained my original wet signatures. Said documents so provided shall be fully enforceable and legally binding on the undersigned in the accordance with its terms.

Receiving Paper Copies: I understand that I may request from Tutor Perini (the Company) a paper copy of any record made available electronically to me. I may request delivery of paper copies from the Company by contacting my HR representative directly.

Withdrawing Your Consent: I may decide at any time to receive New Hire documents in paper format from the Company by notifying Human Resources by phone, mail, or electronic means.

Required Hardware and Software: I acknowledge that the following are the hardware and software requirements for access to and retention of electronic records:

Operating Systems: Windows XP or Mac OS X or higher, or iOS 4 or higher

Browsers: Chrome, Firefox, Safari, or Internet Explorer

Email: Access to a valid email account

Phone: Access to a valid phone number to receive SMS/text messages or audio codes for two-factor authentication

Screen Resolution: 800 x 600 minimum

Enabled Security Settings: Allow per session cookies; Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

Ability to Access Electronic Documents: By completing and sending this consent to the Company, I acknowledge that I can access, e-sign and retain electronic documents.

Signature

Name (Print)

Title

Date