

COMMONWEALTH OF VIRGINIA
VIRGINIA WORKERS' COMPENSATION COMMISSION
333 E. FRANKLIN ST., RICHMOND VA 23219

PARENTAL GUARANTEE

_____, a corporation organized under the laws of the State /
Commonwealth of _____, with its principal office located at
_____, on account of its financial interest in its subsidiaries or
_____, a wholly-owned subsidiary corporation of
_____, and in consideration of the benefits to it
accruing, does hereby guarantee prompt and full payment of all liability of the said
_____ arising under and by virtue
of the Virginia Workers' Compensation Act. This Guarantee ensures to the benefit of and may
be enforced by any and all employees of the said
_____ having a claim against it under said Act.

IN WITNESS WHEREOF, the said _____ has caused
this instrument to be signed by its duly authorized officer and its corporate seal to be hereunto
affixed and attested by its Secretary, this _____ day of _____, _____.

(SEAL)

By: _____

ATTEST: _____
Secretary