

**NOTICE TO APPLICANTS:** This employer complies with the American With Disabilities Act of 1990. During the interview process, you may be asked questions concerning your ability to perform job-related functions. If you are given a conditional offer of employment, you may be required to complete a post-job offer medical history questionnaire and/or undergo a medical examination. If required, all entering employees in the same job category will be subject to the same medical questionnaire and/or examination and all information will be kept confidential and in separate files.

### APPLICANT'S STATEMENT

I certify that this application was completed by me and the answers given herein are true and complete to the best of my knowledge. I authorize the investigation of all matters contained in this application or otherwise relevant to my employment and hereby give the Employer permission to contact schools, previous employers, references, state agencies, and others, and hereby release the Employer from any liability as a result of such contact. I also authorize the company to provide truthful information concerning my employment to future potential employers and hold it harmless for providing such information. If employed, I authorize the employer to obtain my personal consumer reports for use in connection with my employment. I understand that misrepresentations, omissions of facts or incomplete information requested in this application may remove me from further consideration for employment. In addition, if employed, any misrepresentations or omissions of facts called for in this application will be cause for dismissal at any time without any previous notice.

Applicants accepted for employment should clearly understand that while this company attempts to provide steady, continuous work, the company has no employment contracts and cannot guarantee the permanence of any position. Job tenure can be affected by many factors, including business/economic conditions, changes in laws or Employer policies, conformity to our work rules, job performance, etc.

If employed, I agree to conform to the rules and regulations of this company, and I understand that as a condition of my employment and continued employment, I will be required to submit to any testing for the presence of drugs or alcohol. I also agree that, just as I have, if hired, the right to terminate my employment at any time, with or without cause, and with or without notice, this company may terminate my employment at any time, with or without cause or notice. I understand that no manager or representative of this company, other than the President of this company, has any authority to enter into any agreement for employment for any specified period of time or make any agreement contrary to the foregoing either now, in the past or in the future. I further understand that even an agreement by the President must be in writing and signed by him/her for it to be binding on either myself or this company. I further understand that this supersedes any prior oral or written understanding and bars any future oral understanding to the contrary.

This application will remain active for sixty (60) calendar days from the date completed. If you have not obtained employment within 60 days, but remain interested in obtaining employment with this company, you must either reapply or notify us in writing of your desire to be considered for an additional 60 days.

I HEREBY DECLARE ALL THE FOREGOING STATEMENTS TO BE TRUE AND CORRECT. I FURTHER DECLARE THAT I HAVE READ AND FULLY UNDERSTAND THE FOREGOING AND SEEK EMPLOYMENT UNDER THESE CONDITIONS OF MY OWN FREE WILL AND IN ACCORDANCE WITH MY OWN JUDGEMENT.

SIGNATURE \_\_\_\_\_ DATE: \_\_\_\_\_

---

This company is an equal employment opportunity employer and will not discriminate against any employee or applicant for employment in any manner prohibited by law. If you feel that you may have been discriminated against at any time, for any reason, contact the company EEO Officer immediately so that we may address your concerns.

In accordance with the Tennessee Non-Smoker Protection Act, this company prohibits smoking in all facilities, including company vehicles.