

PLEASE READ CAREFULLY BEFORE SIGNING APPLICATION

I have submitted the attached form to the company for the purpose of obtaining employment. I acknowledge that the use of this form, and my filling it out, does not indicate that any positions are open, nor does it obligate the company to further process my application.

My signature below attests to the fact that the information that I have provided on my application, resume, given verbally, or provided in any other materials, is true and complete to the best of my knowledge and also constitutes authority to verify any and all information submitted on this application. I understand that any misrepresentation or omission of any fact in my application, resume or any other materials, or during any interviews, can be justification for refusal of employment, or, if employed, termination from the Company's employ.

I also affirm that I have not signed any kind of restrictive document creating any obligation to any former employer that would restrict my acceptance of employment with the Company in the position I am seeking.

I understand that this application is not an employment contract for any specific length of time between the Company and me, and that in the event I am hired, my employment will be "at will" and either the Company or I can terminate my employment with or without cause and with or without notice at any time. Nothing contained in any handbook, manual, policy and the like, distributed by the Company to its employees is intended to or can create an employment contract, an offer of employment or any obligation on the Company's part. The Company may, at its sole discretion, hold in abeyance or revoke, amend or modify, abridge or change any benefit, policy practice, condition or process affecting its employees.

References: I hereby authorize the company and its agents to make such investigations and inquiries into my employment and educational history and other related matters as may be necessary in arriving at an employment decision. I hereby release employers, schools, and other persons from all liability in responding to inquires connected with my application and I specifically authorize the release of information by any schools, businesses, individuals, services or other entities listed by me in this form. Furthermore, I authorize the company and its agents to release any reference information to clients who request such information for purposes of evaluating my credentials and qualifications. I hereby waive any right I may have to review the information collected through the above authorization.

Photographs: Work-in progress is continually being photo-documented and may be shared internally, select items may be posted publicly. I acknowledge that I may be included in these photographs.

Temporary/Contract Employment: If employed as a temporary or contract employee, I understand that I may be an employee of the company and not of any client. If employed, I further understand that my employment is not guaranteed for any specific time and may be terminated at any time for any reason. I further understand that a contract will exist between the company and each client to whom I may be assigned which will require the client to pay a fee to the company in the event that I accept direct employment with the client, I agree to notify the company immediately should I be offered direct employment by a client (or by referral of the client to any subsidiary or affiliated company), either for a permanent, temporary (including assignments through another agency), or consulting positions during my assignment or after my assignment has ended.

Consent to Drug/Alcohol Screening: Consent: I hereby consent to be tested for the presence of illegal substances.

Purpose: 3R has informed me about its drug/alcohol testing policy. 3R tests for the presence of illegal substances, for the purpose of SAFETY & INSURANCE. **Release:** I hereby consent to the release of the results of the Test from [the company or lab conducting the test] to 3R and understand that the results of the Test will be kept confidential by 3R and the results of the Test will not be disclosed to any person other than me, and employees or officers of 3R where necessary to the employment application/review or hiring process.

Positive Tests: I understand that if the Test is positive for any illegal substances, I will have an opportunity to explain the positive result to 3R. If I am unable to offer a satisfactory explanation for the positive result, I understand that employment and/or workmen's compensation benefits may be denied and employment may be terminated.

MVR: Qualified applicants for positions that require driving will receive an electronic request for authorization by email and/or SMS. Applicants will be required to create a profile and upload Drivers License information to a secure Third-party vendor [Clear Connect], in order to complete our insurance program's screening process.