

Conditions of Acceptance of Application by Foegley Landscape, Inc.

By my signature below, I acknowledge I have read, understand and agree to the following conditions.

Introductory Period

Each person hired is given a 90 day introductory period. During this time you will be evaluated as to every aspect of your work. Employees not meeting our standards will be terminated during the 90 day introductory period. However, even if you complete your introductory period, this is not a promise or guarantee of continued employment (See "employment at will" section below).

Employment At Will

I understand that this state is an "At-Will" employment state. This means that an employee can leave employment at any time, with or without cause, and with or without notice. This also means that Foegley Landscape, Inc. has the same right to terminate your employment relationship at any time, with or without cause and with or without notice.

I-9 Compliance

If you have a legal right to work in the United States, there are laws to protect you against discrimination in the workplace. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. I can provide proof of employment authorization on the first day of work.

State and Federal Certifications

I understand that my job may require passing specific pesticide certification examinations, and/or passing the commercial driver's license test. Failure to do so may result in demotion or dismissal.

Medical and Drug and Alcohol Screening

I understand that my involvement in certain tasks may be contingent upon the successful completion of a medical examination by the health care provider chosen by and at Foegley Landscape Inc.'s expense. I understand that I may be required to submit to a pre-employment and/or post-employment test for fitness and/or substance abuse, where not prohibited by law.

Debt Repayment

Upon separation of my employment, I authorize this employer to withhold from my final paycheck any monies owed to them by me, or I will be billed the full amount, due immediately.

False Statement

I understand that any false statement by me in this application or failure to give any material information requested will be cause for my dismissal of employment.

I certify that all answers, statements and data are right and true to the best of my knowledge.

Signature of applicant

Date

*****Equal access to programs, services, and implement is available to all persons. Those applications requiring reasonable accommodation to the application and/or the interview process should notify the office or interviewer. If the applicant needs assistance in completing this form, help will be provided for them, possibly by appointment only. Application must be filled out completely. Incomplete or unresponsive answers may disqualify you from the interview process or employment opportunities.***

*****Foegley Landscape's receipt of this Application for Employment does not constitute a job offer in any form, nor does it imply that a position opening is available. Applications are active until the desired position is filled. Applications are generally discarded after 90 days.***