



COMPANY PRIVACY STATEMENT

The Company uses select private label databases and tools hosted by third parties on their Web sites to collect information from individuals who wish to be considered for potential employment. Information provided to the Company via these services is accessible and confidential to the Company. By submitting my application and/or providing this information, I understand and agree that the information that I provide will be transferred to the United States and/or Canada and may also be transferred to additional countries, other than my country of origin, for consideration for employment. Recruiters, working on the Company's behalf and potentially located in countries other than my country of origin, will also have access to my information for employment consideration.

The Company will not use personally identifiable information I provide for any purpose other than to allow me to conduct automated job searches, receive information on available job openings, or determine my qualifications for potential employment with the Company. The third-party service providers located in the United States or Canada are prohibited from using the information I provide for any purpose other than collecting it on my behalf.

U.S. APPLICANT'S STATEMENT AND CONDITIONS OF EMPLOYMENT

I understand that the Company is committed to providing equal opportunity in all employment practices, including but not limited to selection, hiring, promotion, transfer, and compensation to all qualified applicants and associates without regard to race, color, religion, sex, sexual orientation, disability, medical condition, veteran status, gender identity, genetic information, national origin, citizenship status, age, marital status, pregnancy or any other characteristic or status protected by law. I understand that this employment application and any other Company documents are not promises of employment.

I understand that if I am hired, my employment and compensation is terminable at-will and is for no definite period. I further understand that I have the right to terminate my employment at any time with or without cause and/or with or without notice, and the Company has the same right. Any modification to my "at-will" employment status must be in writing and signed by an authorized officer of the Company. Oral representations made before or after employment do not alter this agreement.

I understand that the Company may require me to submit to a drug/alcohol test, prior to employment and at any time during my employment, to the extent permitted by law. If the Company requires me to submit to a drug test, I understand the Company will test for a panel of 9 drugs (Phencyclidine, Propoxyphene, Opiates, Amphetamines, Cocaine, Barbiturates, Methadone, Benzodiazepines, and Marijuana). I further understand that I may be required to sign a Non-Compete, Non-Solicitation, Confidentiality Agreement and an Arbitration Agreement as a condition of being hired. I understand that binding arbitration will be the method of legal resolution available to me in the event of a legal dispute arises between me and the Company regarding my application for employment, my candidacy for employment or my employment with the company. This does not prevent me from filing a claim or charge with any federal, state or municipal agency regarding this application, my candidacy for employment, or my employment with the Company, including but not limited to the EEOC, NLRB, OSHA, DOL or any other agency.

I certify that I am hereby receiving written notification that the Company will obtain a consumer report on me to investigate my driving record, criminal record, educational background, and/or professional licenses. This report may be used in connection with my application for employment and for other

employment-related purposes. I authorize the Company to obtain these reports and understand that satisfactory results on my reports are prerequisite conditions to employment. I release the Company, its consumer report vendors and any reporting agencies utilized to obtain a consumer report or background information on me from any and all liability for any damages that may result from such reports or information and/or any inaccuracies contained therein. I authorize former and present employers, professional and personal references listed in this application or otherwise provided by me, to give the Company any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release the Company and such parties from all liability for any damages that may result from furnishing the same to the Company. I also authorize the Company to provide truthful information concerning my employment with it to future employers and I agree to hold it harmless for providing such information.

The information given by me in this application, in the application process, and during the interview process is true and complete in all respects, and I agree that if the information is found to be false, incomplete, misleading or unsatisfactory in any respect that I will be disqualified from consideration for employment or subject to immediate dismissal if discovered after I am hired.

NOTICE TO MASSACHUSETTS APPLICANTS: IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY.

NOTICE TO MARYLAND APPLICANTS: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A POLYGRAPH EXAMINATION OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100. If you are a Maryland Applicant, please sign to acknowledge this notice:

NOTICE TO RHODE ISLAND APPLICANTS: THE COMPANY IS SUBJECT TO CHAPTERS 29-38 OF TITLE 28 OF THE GENERAL LAWS OF RHODE ISLAND, AND IS THEREFORE COVERED BY THE STATE'S WORKERS' COMPENSATION LAW.

LEGAL WAIVER: I acknowledge that if I become employed by the Company, I may perform employment services on property and/or in retail or office locations owned or operated by the Company's customers or clients. I explicitly acknowledge and understand that I am not an employee of the Company's customers or clients. If I am injured while working, I have rights under state workers' compensation laws and can pursue remedies available to me under those laws. Nothing herein shall constitute a waiver or release of my rights under any state workers' compensation laws. **IF I AM INJURED WHILE WORKING, MY EXCLUSIVE REMEDY WILL BE IN ACCORDANCE WITH MY WORK STATE'S WORKERS' COMPENSATION LAWS. I AGREE TO WAIVE, RELEASE AND HOLD HARMLESS THE COMPANY'S CLIENTS AND CUSTOMERS ON WHOSE PROPERTY I WORK OR ON WHOSE BEHALF I PERFORM SERVICES, AND ITS/THEIR EMPLOYEES AND INSURERS FROM ALL CLAIMS AND LIABILITY THAT ARISE RELATING TO MY EMPLOYMENT INCLUDING, PERSONAL INJURY, DEATH, OR PROPERTY DAMAGE CAUSED IN WHOLE OR IN PART BY THE NEGLIGENCE OR LIABILITY OF THE COMPANY'S CLIENTS OR CUSTOMERS. I AM WAIVING THESE LEGAL RIGHTS AS A CONDITION OF ACCEPTING EMPLOYMENT WITH THE COMPANY.** This Waiver, Release and Hold Harmless survives the termination of my employment.