

Alternate Concepts, Inc. is an equal opportunity employer. It is our policy to provide employment opportunities to all qualified persons without regard to race, creed, color, religious belief, sex, age, national origin, ancestry, physical or mental disability, veteran's status, marital status, sexual orientation, or any other category protected by law. We accept applications in other formats (including hard copy) as an accommodation to persons with disabilities. If you are a person with disabilities and need accommodation to complete the application, please contact our Human Resources Department.

TRUTH IN APPLICATION STATEMENT

MA APPLICANTS: A CONSUMER REPORT MAY BE REQUESTED AS PART OF YOUR APPLICATION PROCESS. 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.

1. Consent to Conduct Background Investigation.

As a condition of, and in consideration for, ACI's consideration of this application, I give permission to ACI to investigate my personal and employment history. I understand that this background investigation will include, but not be limited to, verification of all information on this application, criminal background, credit check, driving records, as well as interviews with past employers. I agree to fully cooperate with ACI's background investigation, and to sign any waivers or releases that may be necessary to obtain access to relevant information. In the event that any former employer or federal, state or local governmental agency will not release reference information or criminal history information directly to the employer, I agree to personally request such information to the extent permitted by law. I further give permission to ACI to conduct this investigation and to discuss the results of this investigation in connection with my application for employment.

2. Consent to Contact Past Employers, schools or persons named.

I give permission to ACI to contact all employers, schools or persons listed in this application (except those specifically excluded) for references. I further give permission to all current or previous employers and/or managers or supervisors to discuss my relevant personal and employment history with ACI, consent to the release of such information orally or in writing, and hereby release them from all liability and agree not to sue them for defamation or other claims based upon any statements they make to any representative of ACI. I further waive all rights I may have under state law to receive a copy of any written statement provided by any of my former employers to ACI. I further agree to Indemnify all past employers for any liability they may incur because of their reliance upon this release.

3. Drug testing and job-related medical examination.

I agree that as a condition of continuing this application process and/or if I am offered a position, I may be required to submit to job-related medical evaluations and examinations and drug and alcohol tests at the expense of ACI. I understand that any medical evaluation procedures are consistent with the Americans with Disabilities Act and any other applicable state or federal laws. As a condition of continuing this application process and/or if I am offered a position, I agree to comply with ACI's drug-free workplace policies except as otherwise provided by law.

4. Falsification Statement.

I understand that any false information, falsification, misrepresentation or omissions in the hiring and selection process including this application and or resume may result in my application being rejected and, if I am employed, my employment may be terminated at any time.

5. Contingent Hiring.

I understand that in the event I am allowed to begin working before my Background Investigation, Drug Test, or any other part of the selection process is complete, I will be subject to immediate discharge if ACI later receives disqualifying information.

6. Employment "At Will".

In consideration of my employment, I agree to conform to the rules, practices and policies of ACI. I also agree that my employment is "at will", meaning that it can be terminated at any time with or without cause, and with or without notice, at the option of either ACI or myself, except as otherwise provided by law. I also understand that nothing should be construed to create an express or implied contract and I agree that the terms and conditions of my employment may be changed, with or without cause, and with or without notice, at any time by ACI. I understand that no company representative, other than its President has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the foregoing.

7. Authorization to lawfully work in the United States.

If hired by ACI, I acknowledge that a Form I-9, Employment Eligibility Verification, must be completed at the start of my employment.

8. Release.

I release ACI, its officers, agents, directors, vendors, employees, and representatives from any and all claims, causes of action, judgments, liens, indebtedness, damages, obligations, losses, liabilities, or costs, I may have, whether known or unknown, suspected, or unsuspected, arising from this application for employment. This release is intended to include any testing laboratory and their agents and employees from any claims or cause of action arising out of the taking of a sample of breath, blood, urine, hair, or other body fluids, arising out of the test, or arising out of the disclosure of drug test results.

I have read the entire Truth In Application Statement and understand and agree to its terms.