

**READ CAREFULLY AND SIGN BELOW IF YOU AGREE
TO THESE TERMS OF EMPLOYMENT**

I, the undersigned applicant for employment, certify that the facts contained in the application are true and complete. I authorize and request my former employers, references and educational institutions, and any credit agencies or reporting services which have information about me, to give the Company all information and opinions about me in their possession; I hereby waive written notice of such release of information and opinions, and I release such former employers, references, educational institutions and credit agencies or reporting services from any liability or claim relating to such release of information and opinions. I also authorize and request federal, state and local governmental agencies to release to the Company any information requested concerning any criminal convictions on my record.

I understand and agree that all employment at the Company is on an at-will basis, and may be terminated by the employee or the Company at any time for any cause or no cause. I understand and agree that no one employed by the Company (except the Company's President by a specific written contract for a specific term of years naming the employee and signed by the employee and the President) has any authority to offer employment other than on an at-will basis. I also understand and agree to the Company's policy that the Company's decisions on all employment related matters are final, and are not subject to review or appeal outside the Company except as required by laws providing or requiring employers to provide specific employment standards and rights.

I agree that, except as directed otherwise by the Company, I will not disclose to anyone or use for my own purposes, any of the Company's confidential or proprietary information, either during or after my employment. I understand and agree that the Company's trade secrets, bidding, costs, pricing and marketing information and techniques, designs, methods of engineering and production, financial and market information, computer software, sources of supply, and customer names and information are confidential and proprietary information of the Company; I also agree that I will not make written or other copies of notes regarding these matters except as necessary to perform my job, and I agree that if my employment with the Company ends, I will deliver to the Company all material of any kind that I have relating to the Company, including any such copies or notes. I also agree that I will disclose and assign to the Company any invention, design or process which I conceive or develop while employed by the Company relating to the Company's business or to any product or service offered or being developed by the Company, and that all such designs or conceptions shall be the property of the Company.

I agree that the contents of any lockers, desks or other Company property I may be using, and of any of my own property I bring onto the Company's premises (including without limitation cars, packages and purses) may be inspected by the Company at any time, and I waive and promise not to make any claims against the Company (or its employees, owners, or agents) relating to such inspection.

I agree to submit to physical examinations permitted by law before and during my employment by a health care professional, at the request and expense of the Company, and I agree to disclose completely all information requested at such examinations about my physical and mental history. I also agree that, before and during my employment, at the request and expense of the Company, I will cooperate in such medical tests (including blood, hair, urine, or other testing) as the Company requests to check for drugs or alcohol in my system, or for any other physical condition. I waive and release and promise not to make any claims against the Company (or any testing agency retained by it, or their employees, directors, owners or agents) relating to any such testing, or from lawful decisions made regarding my employment or termination of employment based upon the results of such testing or analysis.

I agree that, excepted as prohibited by statute, the Company may disclose or discuss any information or opinions relating to me or my employment to employees of the Company or third parties, and I waive and release and promise not to make any claims against the Company (or its employees, owners or agents) relating to any such disclosure or discussion.

I agree that I will not commence any action or suit relating to my employment with the Company (or termination of the employment) more than six (6) months after the date of employment action that is the subject of the claims or lawsuit, and I agree to waive any statute of limitations to the contrary. I understand that this means that even if the law would give me the right to wait a longer time to make a claim, I am waiving that right, and that any claims not brought within (6) months after the date of the employment issue are waived.

I agree to the above terms of employment. I agree that if any of the above commitments by me is ever found to be legally unenforceable as written, the particular agreement concerned shall be limited to allow its enforcement as far as legally possible, and shall not affect the rest of the agreement. I understand and agree that no one other than the President, by a written agreement with specific named individual, has any authority to modify or announce modifications of the above terms of employment and policies, or to make any exception to them, or to offer employment on and other terms. I understand and agree that, except as provided above, the benefits, programs, rules and policies of the Company are subject to exceptions or change at any time as decided by the Company.

I further agree to be governed and to abide by the rules and regulations of the Company.

Reference above to the Company includes its present and future parent and affiliated companies.

Date _____ Signature of Applicant _____