

**APPLICATION FOR EMPLOYMENT – SAFETY SIGNS, LLC**  
(AN EQUAL OPPORTUNITY EMPLOYER)



**READ CAREFULLY – YOUR EMPLOYMENT DEPENDS ON YOU MEETING CERTAIN CRITERIA**

Dear Prospective Employee,

You have been given a packet of papers to complete, which include:

Safety Signs, LLC Criteria sheet, which requires your signature acknowledging that you have read it thoroughly.

Safety Signs, LLC Application Form which asks for certain information such as what experience you have, references as to where you have worked in the past etc.

Also included is a form required under the Equal Employment Opportunity Act. Providing this information is completely voluntary. If you choose not to provide some or all of this information, you will not be subject to any negative or adverse treatment. This information will be given to the EEO Officer and will not be part of your personnel file or application file.

It is important that you read each of these and understand them.

If you have any questions please contact the person that supplied you with these forms.

It is also important that you know:

ALL NEW EMPLOYEES are placed on a 45 day PROBATION PERIOD, after which time, if they are accepted, they attain the status of "Employee".

However, no provision and or statement in this application is intended to create a contract between Safety Signs, LLC and any employee, or to limit the rights of the company and its employees to terminate the employment relationship at any time, with or without cause.

ALL NEW EMPLOYEES must take a PRE-PLACEMENT PHYSICAL EXAM, which will include a general physical exam. This exam will be conducted by our appointed Medical Examiner.

If you are considered for employment a medical exam, on which your employment is conditioned, will be scheduled. If by chance, you are put to work prior to that exam, your employment is still conditional on the results of that examination.

This examination will also include a "DRUG SCREEN" and a "SPECTURM".

The CRITERIA for employment is explained on the APPLICATION for EMPLOYMENT sheet following. You must sign the acknowledgment lines on the bottom of the Criteria page in order to be considered for employment.

Thank you for considering us in your search for employment.

Safety Signs, LLC

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## **Pre-Employment Medical Examination:**

- A pre-employment physical examination is required for ALL POTENTIAL EMPLOYEES
- All newly hired employees are on PROBATION for 45-days.
- The pre-employment physical will include a “Medical Questionnaire and Examination,” a “Substance of Abuse” (Drug/Alcohol Test), all with interpretations.
- Employment is conditional on satisfactory results from the pre-employment medical examination. If you have been put to work prior to the above testing, YOU ARE PROBATIONARY and your employment is conditional on the results of the pre-employment medical examination.
- A POSTITIVE “Substance of Abuse Test” will mean “No Hire” or if you have been placed on the job pending results of your medical exam, you will be discharged from your probationary employment.

## **Employment Criteria – Applicants will be refused if they fail to meet the following criteria:**

- No alcohol or drug violations within the last FIVE years.
- Possess a valid driver’s license of the type and class designated by the State of Minnesota for any type of vehicle that you may drive in your work classification. Under any circumstances, employment is contingent upon a valid driver’s license and a satisfactory driving record.
- Not more than TWO moving violations (equipment violation accepted) in the last five years.

## **Age and Experience for employees that will use company or personally owned vehicles:**

- Trucks over 1 ton and Tractor/Trailers – Age 18

**I understand that my employment, if I am accepted, is PROBATIONARY for 45-days and is contingent upon verification of all the criteria above as it applies to me, including my driving records and upon the satisfactory results of my medical examinations, Substance of Abuse Test and the spectrum and all interpretation reports.**

**I understand that nothing in this application, or in any prior or subsequent written or oral statement, creates a contract of employment or any rights in the nature of a contract. I agree and understand that if I am hired by Safety Signs, LLC, my employment will be “at-will”, both during the 45 day probation period and after, for an indefinite period of time, and may be terminated at any time, with our without cause or notice, at the option of indefinite period of time, and may be terminated at any time, with or without cause or notice, at the option of Safety Signs, LLC.**

**I understand that I have the right to end my employment at any time and Safety Signs, LLC retains the same right. I also understand that no one has the authority to enter into any contract, agreement, or modification of the foregoing unless such contract, agreement or modification is in writing and signed by an owner of Safety Signs, LLC.**

**I have answered all questions honestly and to the best of my ability. I understand that if I am hired and it is found that I falsified any information, that my employment may be terminated immediately.**

**I hereby acknowledge that I have read all the above criteria, requirements and statements and I acknowledge that I UNDERSTAND THEIR MEANING AND INTENT.**

Printed Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_