



Preconditions for Employment

You will be hired on a 30-day trial period at the hourly rate discussed with your hiring supervisor. You will be assigned to various areas and will be required to keep track of your hours on a weekly time card. At the end of your 30 days your supervisors will evaluate you. They will decide if you will continue employment with the company and if any pay increase is deserved. After that, you will be evaluated periodically and your pay rate will be directly affected by these evaluations.

You may need your own vehicle for local transportation. You must have a valid drivers license and carry insurance on your vehicle. For work requiring scaffolding, ladders, roof rigs or for parking lot sweeping, the company will provide gas and transportation.

You will be required to purchase your own ammonia and joy soap (window cleaning) and you must report to work each day with both of these items. You are responsible for your own personal tools. A deposit is required on all tools issued by the company and the deposit will be deducted from your pay. The deposit will be refunded on the following payday AFTER you return the tools and are given a receipt. You will be issued a company uniform and are required to pay rental for it. This rental will also be deducted from your pay. This uniform must be returned upon leaving the company before you receive your final check.

Sneakers or dress shoes are not allowed. You must report to work each day with approved work boots. Facial hair should be well groomed and excessive long hair is prohibited.

You must read, understand and abide by the Standards Safety Policy and company manual.

We are an EQUAL OPPORTUNITY EMPLOYER. We do not hire persons under the age of 18.

You are expected to work a full week each and every week.

I have read, understand and agree to the preconditions of employment.

Signature X_____