**<!--The highlighted parts still need to be dumbed down –>**

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**NEITHER THE ACCEPTANCE OF THIS APPLICATION NOR THE SUBSEQUENT ENTRY INTO ANY TYPE OF EMPLOYMENT RELATIONSHIP, EITHER IN THE POSITION APPLIED FOR OR ANY OTHER POSITION, AND REGARDLESS OF THE CONTENTS OF EMPLOYEE HANDBOOKS, PERSONNEL MANUALS, BENEFIT PLANS, POLICY STATEMENTS, AND THE LIKE AS THEY MAY EXIST FROM TIME TO TIME, OR OTHER UNFINISHED BUSINESS PRACTICES, SHALL SERVE TO CREATE AN ACTUAL OR IMPLIED CONTRACT OF EMPLOYMENT, OR TO CONFER ANY RIGHT TO REMAIN AN EMPLOYEE OF UNFINISHED BUSINESS, OR OTHERWISE TO CHANGE IN ANY RESPECT THE EMPLOYMENT-AT-WILL RELATIONSHIP BETWEEN IT AND THE UNDERSIGNED, AND THAT RELATIONSHIP CANNOT BE ALTERED EXCEPT BY A WRITTEN INSTRUMENT SIGNED BY THE PRESIDENT /GENERAL MANAGER OF UNFINISHED BUSINESS.**

**THE PERSON SIGNING AND UNFINISHED BUSINESS MAY END THE EMPLOYMENT RELATIONSHIP AT ANY TIME, WITHOUT SPECIFIED NOTICE OR REASON.**

**IF EMPLOYED, I UNDERSTAND THAT UNFINISHED BUSINESS MAY UNDER ANY CIRCUMSTANCE CHANGE OR REVISE THEIR BENEFITS, POLICIES, AND PROCEDURES AND SUCH CHANGES MAY INCLUDE ALTERATION IN BENEFITS.**

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**I ALLOW FOR INVESTIGATION OF ALL STATEMENTS CONTAINED IN THIS APPLICATION. I UNDERSTAND THAT THE MISREPRESENTATION OR EXCLUSION OF FACTS IN THE ABOVE APPLICATION MAY CAUSE FOR DISMISSAL AT ANY TIME WITHOUT ANY PREVIOUS NOTICE. I HEREBY GIVE UNFINISHED BUSINESS PERMISSION TO CONTACT SCHOOLS, PREVIOUS EMPLOYERS**

**(UNLESS OTHERWISE STATED), REFERENCES, AND OTHERS, AND HEREBY RELEASE UNFINISHED BUSINESS FROM ANY LIABILITY AS A RESULT OF THIS CONTRACT.**

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**I ALSO UNDERSTAND THAT (1) UNFINISHED BUSINESS HAS A DRUG AND ALCOHOL POLICY THAT PROVIDES FOR PRE-EMPLOYMENT TESTING AS WELL AS TESTING AFTER EMPLOYMENT; (2) CONSENT TO AND COMPLIANCE WITH SUCH POLICY IS A CONDITION OF MY EMPLOYMENT, AND (3) CONTINUED EMPLOYMENT IS BASED ON THE SUCCESSFUL PASSING OF TESTING UNDER THIS POLICY.**

**I FURTHER UNDERSTAND THAT CONTINUED EMPLOYMENT MAY BE BASED ON THE SUCCESSFUL PASSING OF JOB-RELATED PHYSICAL EXAMINATIONS.**

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**I UNDERSTAND THAT, IN CONNECTION WITH THE ROUTINE PROCESSING OF MY EMPLOYMENT APPLICATION, UNFINISHED BUSINESS MAY REQUEST FROM A CONSUMER REPORTING AGENCY AN INVESTIGATIVE CONSUMER REPORT INCLUDING INFORMATION AS TO MY CREDIT RECORDS, CHARACTER, GENERAL REPUTATION, PERSONAL CHARACTERISTICS, AND MODE OF LIVING. UPON WRITTEN REQUEST FROM ME, UNFINISHED BUSINESS WILL PROVIDE ME WITH ADDITIONAL INFORMATION CONCERNING THE NATURE AND SCOPE OF ANY SUCH REPORT REQUESTED BY IT, AS REQUIRED BY THE FAIR CREDIT REPORTING ACT.**

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**FURTHER UNDERSTAND THAT MY EMPLOYMENT WITH UNFINISHED BUSINESS SHALL BE PROBATIONARY FOR SIXTY (60) DAYS, AND FURTHER THAT AT ANY TIME DURING THE PROBATIONARY PERIOD OR AFTER, MY EMPLOYMENT AT UNFINISHED BUSINESS IS TERMINABLE AT WILL FOR ANY REASON BY EITHER PARTY.**

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