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HEALTHY SMILES TESTING POLICY

In its commitment to long-term expansion and enhanced service to customers and community, maintaining its competitive edge and its commitment to maintaining the highest public confidence and trust in its activities, Healthy Smile Dental's standards of employee skills, competence and teamwork are and shall remain among the highest in the field.

Thus, for each position at the company, each employee must complete his/her duties and produce in volume at sufficient quality his/her assigned products.

In addition the technical knowledge, experience and competence required of each position, company's employees must also possess personal aptitude for solving problems, high intelligence, perseverance and orderliness, responsibility, drive toward and satisfaction at the attainment of goals, calmness and endurance under stressful conditions, consistency and predictability in the regular attendance of duty, individual initiative as well as participation in group efforts, correct estimation of specific circumstances and an absence of unconstructive or ill-considered criticism, fairness, empathy and appreciation toward fellow workers and effective communication skills.

In keeping with these job requirements, Healthy Smiles Dental utilizes application forms, interview procedures and pre-employment non-medical testing regimens that will assist the company to determine whether applicants possess the skills, competency and above personal attributes necessary to meet the company's performance standards. All applicants undergo such screening procedures.

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