

Effective Date: November 22 2013

Imperial Western Products' (IWP's) Pre Employment Physical Fitness Test will be given to all new potential laborer candidates in order for the applicant to demonstrate his or her ability to perform actual or simulated IWP job tasks. Hiring personnel will administer these tests through a series of workouts and stretches directly related to the tasks described in the relevant job descriptions. The Pre Employment Physical Fitness Test is an objective tool for Imperial Western Products to ensure possible candidates ability to perform the physical tasks of the position. Each test will be taken at each Imperial Western Products office where the applicant is applying. Designated office staff will be trained at each Imperial Western Products office locations to administer each test. Management will evaluate the scores of each applicant. All test score will be kept confidential to the extent possible, and shared only on a need to know basis. All applicants must take Pre Employment Physical Fitness Test to be considered for consideration laborer position.

A Job Description for Applicant's position is attached as an exhibit to this document. the Physical Fitness Test is described below.

Physical Test Requirements

Date of Evaluation	Aug 20, 2018
Applicant Name (First, MI, Last)	Fernando Almaraz
Human Resource Representative	Esteban Infante

In order to participate in the IWP Physical Fitness Test, Applicant must sign the below waiver and release.

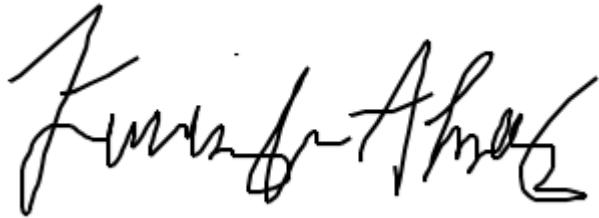
Acknowledgement of Risk and Release

I, Applicant, acknowledge and agree that I am taking the IWP Physical Fitness Test of my own free will. I voluntarily agree to assume the full risk of any injuries, damages or losses of properties that may result from my participation in this Physical Fitness Test, regardless of severity.

I acknowledge that I have read and understood the above warning and acknowledgement of risk of injuries, damages, or losses of properties. I, for myself, and on behalf of my heirs, personal representatives and next of kin, hereby release and hold harmless Imperial Western Products, its employees, agents, and other individuals who are associated with this event, with respect to any and all injuries, damages, and losses that may arise from my participation in this Physical Fitness Test. This Waiver and Release extends to all claims of every kind or nature whatsoever, foreseen, or unforeseen, known or unknown.

I have read this agreement, fully understand its terms and sign it freely and voluntarily.

Participant's Signature



Participant's Name

Fernando Almaraz

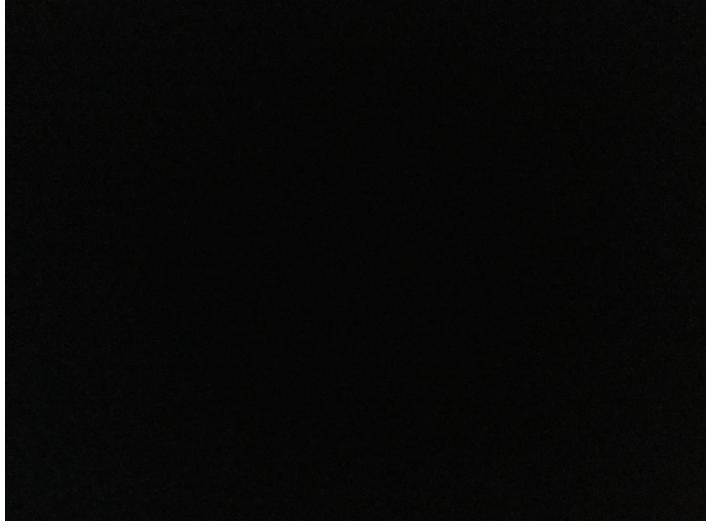
Instructions to Proctor

Listed below are physical performance factors that are important in the performance of the employee's job. Performance factors must be utilized for all employees that will work in a testing required position.

The following activities will be evaluated on a Pass/Fail basis and is being provided to assist the proctor in assigning the most appropriate measurement of the employee's physical abilities.

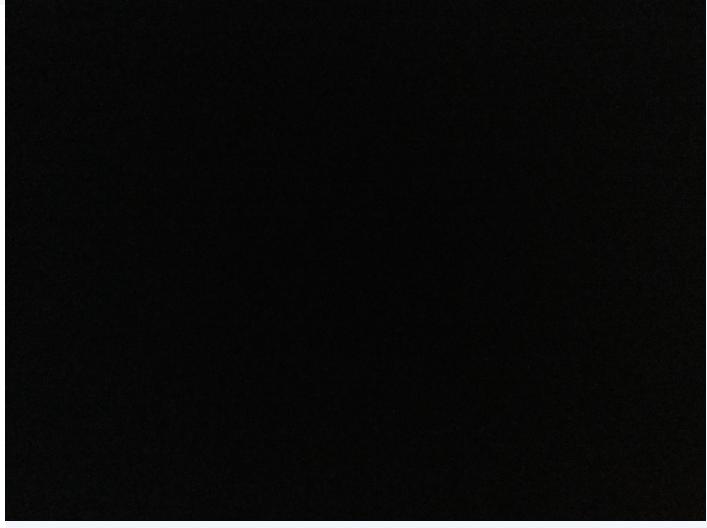
Physical Fitness Test

50 Pound Sandbag Lift	Pass
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50 Pound Sandbag Lift Documentation	
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50 Pound 15 Foot Distance Push	Pass
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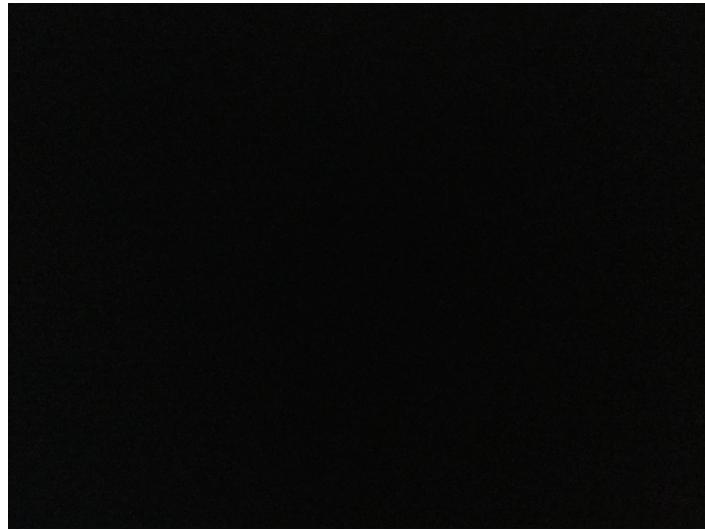
50 Pound 15 Foot Distance Push Documentation	
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50 Pound 15 Foot Rope Pull

Pass

50 Pound 15 Foot Rope Pull Documentation

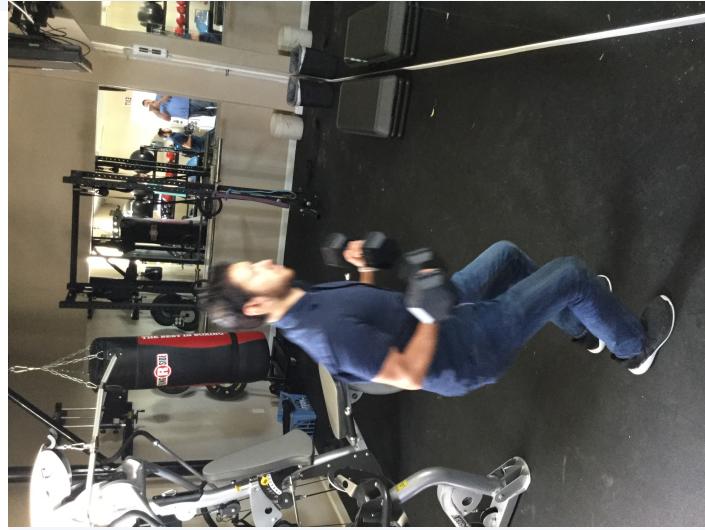


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50 Pound Sandbag Squat

Pass

50 Pound 15 Foot Rope Pull Documentation

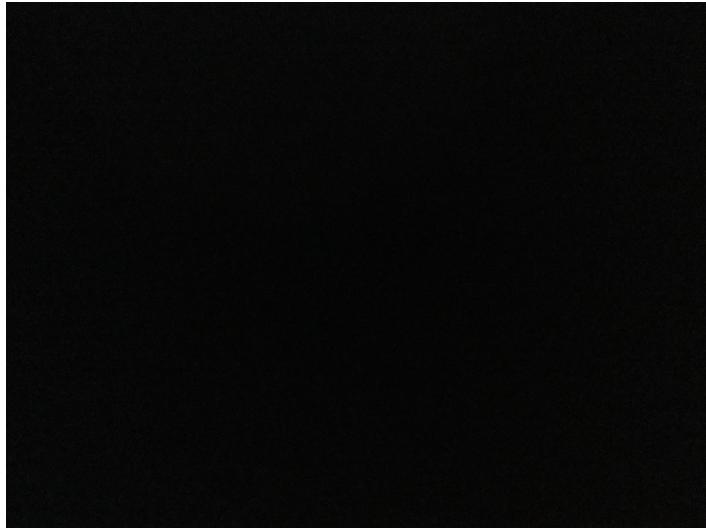


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2 Minute Stand

Pass

2 Minute Stand Documentation

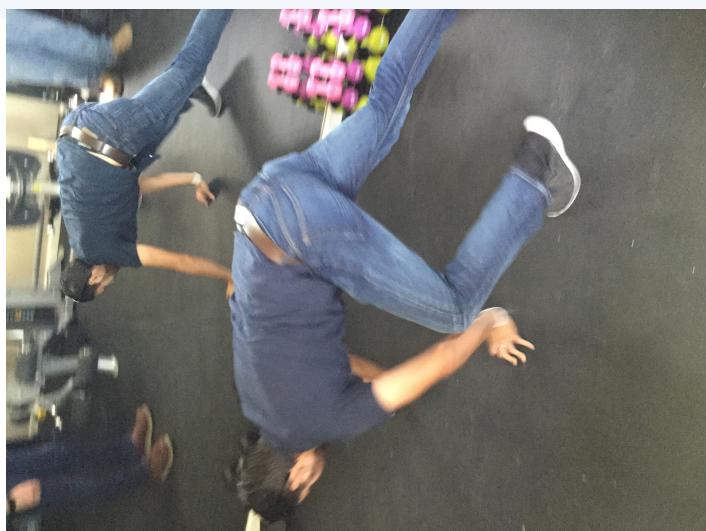


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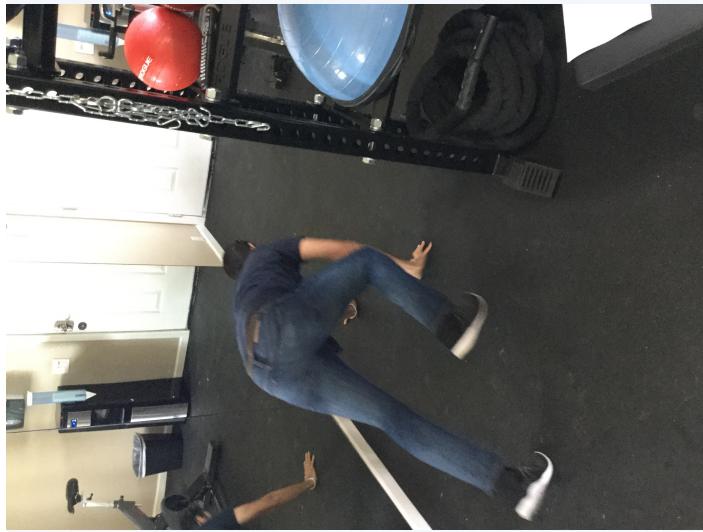
15 Foot Crawl & Back

Pass

15 Foot Crawl & Back Documentation



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1 Minute Squat

Pass

1 Minute Squat Documentation

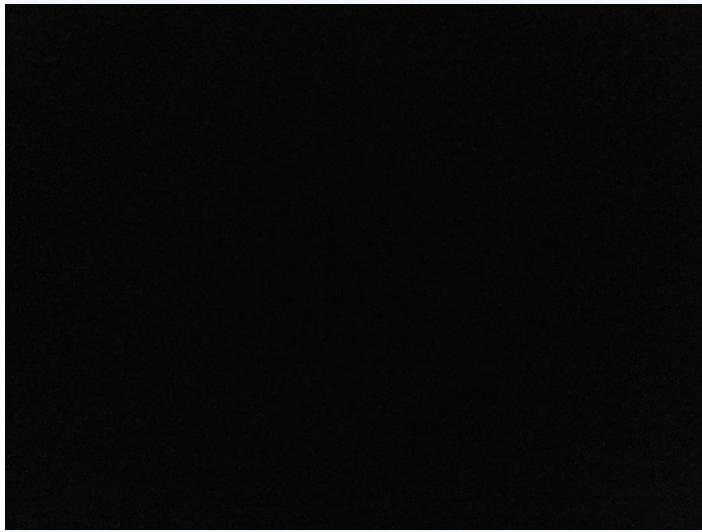


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6 Foot Ladder (Only to 3rd step)

Pass

6 Foot Ladder Documentation



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30 Second Single Foot Balance

Pass

30 Second Single Foot Balance Documentation



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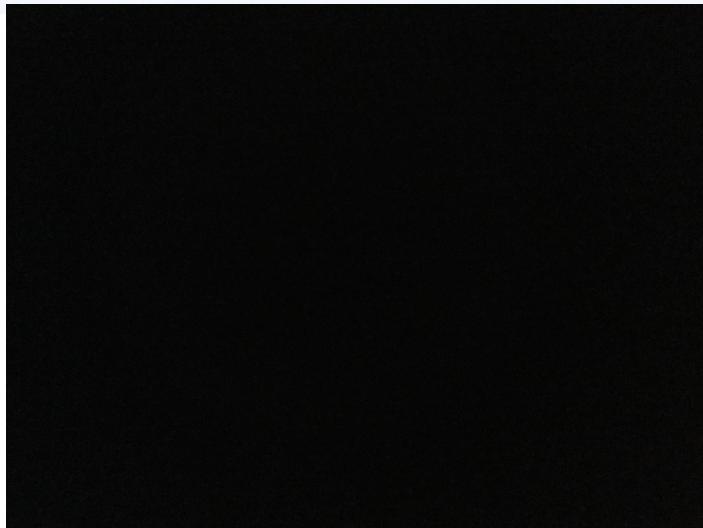


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2 Minute Seat Sit

Pass

2 Minute Seat Sit Documentation



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勞工工作描述

Imperial Western Products, Inc. Laborer may perform the following job duties, including not limited to: the duties described below:

The Laborer can be assigned enhanced responsibilities of performing different types of laborer tasks at the Company's sole discretion. The laborer needs to use his skills and judgment as well in performing various tasks. The line of action can be determined by the instructions given by the supervisor. Then it would be followed by reasonable methods, practices, and procedures.

Job Description:

The duties of a laborer shall include the following but not limited to:

Working with machinery/tractors, heavy machinery, vehicles, tools, liquids, chemicals, commodities, organics, solids, factory, yard, storage areas, agricultural areas/farms, mechanic shops, public property, private property, roads, highway, freeway, different locations.

Landscaping, general maintenance, cleaning, lifting, driving, digging, climbing, reaching, painting, standing, security.