



**CONDITIONS OF EMPLOYMENT**

- I understand that if hired by Personnel Solutions Plus, I am subject to a 90-day probation period. Continued employment, both during and after my probation period, is for an indefinite period of time. I understand that my employment with Personnel Solutions Plus is at will and may be terminated at any time with or without cause. I also understand that the conditions below do not constitute a contract of employment between Personnel Solutions Plus and me. **INITIALS** \_\_\_\_\_
- I will not accept any work directly from a Personnel Solutions Plus client to which I have been previously assignment for a period of 6 (six) months without prior written consent from Personnel Solutions Plus. **INITIALS** \_\_\_\_\_
- I understand that I am required to call a representative of Personnel Solutions Plus for a new assignment each time an assignment ends. I understand that I must report for reassignment upon conclusion of each assignment, regardless of the duration of the assignment, and failure to do so may result in the denial of my unemployment benefits. If I am not reassigned immediately, I must call at least every other day for reassignment. **INITIALS** \_\_\_\_\_
- I understand that my rate of pay may change with each assignment.
- I understand that Personnel Solutions Plus is a temporary service and cannot guarantee me a set number of hours.
- I understand and agree that Personnel Solutions Plus may verify all or any part of the information contained in this application. I understand that this verification may include an inquiry into my credit history, motor vehicle driving record, criminal and civil records as well as other public record information. I authorize the release of such information as may be necessary to verify the information I have provided. I release and hold harmless from all liability any individual or entity requesting or supplying information with respect to my application for employment. Furthermore, I acknowledge that Personnel Solutions Plus may release such information to its client companies to which I may be referred.

**DRUG FREE WORKPLACE**

**APPLICANT AUTHORIZATION AND ACKNOWLEDGEMENT**

I have had the opportunity to read a summary of the Personnel Solutions Plus Drug Free Workplace Policy and a summary of drugs that may alter or affect a drug and/or alcohol test. I have had an opportunity to have all aspects of this material explained. I understand that the full text of the Personnel Solutions Plus Drug Free Workplace Policy is available upon request. I also understand that I must abide by the Policy as a condition of employment and any violation may result in disciplinary action up to and including discharge.

Further, I understand that during my employment I may be required to submit testing for the presence of drugs and/or alcohol. I understand that submission to such testing is a condition of employment with Personnel Solutions Plus, and disciplinary action, up to and including discharge, may result if:

- 1) I refuse to consent to such testing,
- 2) I refuse to execute all forms of consent and release of liability as are usually and reasonably attendant to such examinations,
- 3) I refuse to authorize release of the test results to Personnel Solutions Plus
- 4) The tests establish a violation of Personnel Solutions Plus Drug Free Workplace Policy,
- 5) I otherwise violate the policy.

If I am injured in the course and scope of my employment and test positive, I forfeit my eligibility for medical and indemnity benefits under the Worker's Compensation Act upon exhaustion of the remedies provided in Florida Statue 440.102(5).

Certain Companies, at whose location(s) an employee is assigned, require all employees to be tested before beginning work. Any Personnel Solutions Plus employee choosing not to accept assignments where such tests are required will not be adversely treated in regards to other assignments, which do not require testing. However, any employee who accepts an assignment with Personnel Solutions Plus at a Company requiring drug testing will be terminated if test results are positive.

**I hereby acknowledge that I have read and understood the above Conditions of Employment and understand that failure to comply with any policy or Condition of Employment, including Personnel Solutions Drug Free Workplace, as described will result in termination of employment. I also understand that the above conditions are not intended to constitute a contract between Personnel Solutions Plus and me.**

\_\_\_\_\_  
**Temporary Employee Signature**

\_\_\_\_\_  
**Print Name**

\_\_\_\_\_  
**Date**