



HIRING REQUIREMENTS

Information contained within employment application and on any accompanying documents that applicant provides is true and correct to the best of applicants knowledge and agree to have any of the statements checked by Robert Foss Electric, LLC (the "Company") unless applicant has indicated to the contrary.

Applicant authorizes references listed, as well as all other individuals whom the Company contacts, to provide the Company any and all information concerning applicants previous employment and any other pertinent information that they may have. Further, Applicant releases all parties and persons from any and all liability for any damages that may result from furnishing such information to the Company as well as from any use or disclosure of such information by the Company or any of its agents, employees, or representatives. Applicant understands that any misrepresentation, falsification, exaggeration, or material omission of information on employment application may result in applicants failure to receive an offer or, if applicant is hired, applicants immediate dismissal from employment, regardless of the amount of time that has passed between hire and termination.

In connection with possible employment with Robert Foss Electric, LLC, applicant understands that investigative background inquiries are to be made on applicant that may include consumer, criminal, driving and other reports. These reports will include information as to applicant's general reputation, character, work habits, performance and experience along with reasons for termination of past employment from previous employers. Further, applicant understands that Robert Foss Electric, LLC will be requesting information from various federal, state and other agencies which maintain non-public records concerning applicants past activities relating to applicant driving, credit, civil, education and other experiences.

It is the policy of Robert Foss Electric, LLC to be an equal opportunity, non-discriminatory employer. We do not discriminate on the basis of race, sex, color, age, religion, national origin, non-job related disability, marital status, gender identification, union affiliation, (if any), or any other lawfully protected status. Accordingly, we make every effort to abide by all federal, state, and local laws governing all aspects of the employment relationship with our employees, including respecting the rights of our employees under Section 7 of the NLRA. Should any of our employment practices or policies be in conflict with any such federal, state, or local laws, our policies will be considered amended or revised to the extent necessary in order to conform to the law.

We base hiring decisions on a variety of lawful considerations, including our assessment of the applicants qualifications, skills, and ability to perform the job involved; prior satisfactory employment with us; availability; referrals by employees and customers; employment references; willingness to work; ability to work with others; willingness to accept the offered salary; relevant employment experience; geographic and transportation considerations; and, personal interviews.

Because varying customer staffing needs, required overtime work assignments and safety considerations, we consider employment with us to be not only primary, but it must also be exclusive. Accordingly, full-time employees can work only for us and can not also be employed by any other employer while employed by the Company.

To seek employment, a potential applicant must appear in person, complete, sign, and submit the Company's "Request For Application" form. Upon completion of this form, an Employment Application will be provided. Individual or group applications sent by email, mail, fax, or hand delivered are not considered "applications" and, therefore, persons submitting same are not considered eligible applicants. Individuals who submit unsolicited resumes which show, in our opinion, that they may be qualified for needed positions may be contacted and asked to come to our office to complete a "Request For Application" form, so that they may be properly considered. Application must be completed in their entirety, including the employment history. Applicants must not put any information on the application which is not requested.

The Company is an equal opportunity employer. The Company does not discriminate on the basis of race, color, national origin, ancestry, religion, sex, pregnancy, age, physical or mental disability, medical condition, veteran status, family care status, marital status, sexual orientation or any basis prohibited by federal, state, or local laws.



The Company only interviews applicants when there are positions available. When openings exist, only “active” applications are reviewed. Applications are considered “active” and eligible for consideration for a period of time not to exceed thirty (30) days. Thereafter, it is the responsibility of the applicant to keep the Company informed of his/her availability. Like applications, unsolicited resumes remain active for thirty (30) days from their receipt. Resumes and application which are not active are not reviewed for possible consideration.

Should the Company determine that it has a sufficient number of completed applications to meet its hiring needs in the foreseeable future, or, if it has no foreseeable openings, in order to avoid unnecessary costs and waste of the Company’s finite administrative resources, the Company reserves the right to decline to accept/process additional Applications and/or Requests for Application.

Many positions of the Company have physical requirements, such as repetitive motion, lifting, reaching, etc. Successful candidates must be able to perform the essential functions of the position involved, with or without reasonable accommodation.

In addition, Robert Foss Electric, LLC is focused on providing employees and customers alike with a safe, secure business environment. As part of the process in issuing identification cards to allow unescorted access to some facilities, some of our customers require all contractors to provide them with a valid Social Security number. The purpose of this requirement is to conduct a Security Screen to assure that the Social Security number provided is not already on file with another client or is not on file as “restricted” due to a previous security violation.

Robert Foss Electric, LLC agrees to comply with all applicable laws in reasonably safeguarding the information; limiting access to the information; not retaining the information for longer than necessary to conduct a Security Screen; and utilizing effective destruction methods to dispose of the information after use.

In consideration of employment, applicant agrees to conform to the rules and standards of the Company. Applicant further agrees that employment and compensation can be terminated at will, with or without cause, and with or without notice, at any time, either at applicant’s option or at the option of the Company. Applicant understands that no employee or representative of the Company, other than a properly authorized Executive Officer of the Company, has the authority to enter into any agreement for employment for any specified period of time, or to make any express or implied agreement contrary to the foregoing. Further, the Company may not alter the at-will nature of the employment relationship or enter into any employment agreement for a specified time unless a properly authorized Executive Officer of the Company and applicant both sign a written agreement that clearly and expressly specifies the intent to do so.

Applicant also understands hiring is based on the employment application; any information supplied by the applicant at his/her interview, and, results of any tests conducted. All offers of employment are conditioned on the Company’s receipt of satisfactory responses to reference requests, the provision of satisfactory proof of an applicant’s identity and legal authority to work in the United States, and completion of a satisfactory background check and drug screen (if applicable).

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