

I understand I may be required to successfully pass a drug screening examination. I hereby consent to a pre- and/or post-employment drug screen as a condition of employment, if required.

I understand that if I am extended an offer of employment it may be conditioned upon my successfully passing a complete pre-employment physical examination. I consent to the release of any or all medical information as may be deemed necessary to judge my capability to do the work for which I am applying.

I understand that this application for employment or verbal statements by management does not create an express or implied contract of employment nor guarantee volunteering duties for any definite period of time. Only the HR Department pursuant to SMART, Inc. authorization has the authority to enter into an agreement of employment for any specified period and such agreement must be in writing, signed by the HR Department and the employee. If employed, I understand that I have been hired at the will of the employer and my duties may be terminated at any time, with or without reason and with or without notice.

I have read, understand, and by my signature consent to these statements.

Signature: _____ Date: _____

Thank you for completing this application form and for your interest in joining us.