



**NEXT LEVEL
RESOURCES, INC.**

EMPLOYMENT APPLICATION

(Please print)

Name: _____ Social Security No.: _____ - _____ - _____
Last First MI

Address: _____
Street City State

E-Mail Address: _____

I understand and agree to the following:

1. Receipt of application nor the entry into any type of employment relationship shall serve to create an actual or implied contract of employment.
2. I will not solicit or accept any work with or at the client(s) of Next Level Resources, Inc. that I have been introduced to directly or indirectly by Next Level Resources, Inc., without prior written approval of Next Level Resources, Inc. If I receive an offer of employment from a Next Level Resources, Inc. client as a result of a Next Level Resources, Inc. introduction, I will notify Next Level Resources, Inc. immediately. The client company will be responsible for any application fees.

3. **Have you ever been convicted of or plead "no contest" to a felony or misdemeanor?**

YES NO

Do not include minor traffic infractions for which you never appeared in court, offenses which were dismissed, and convictions or pleas that are sealed or expunged by law.

If "yes" please give details concerning the type of crime, the date, the penalty imposed and other circumstances you deem relevant:

In case of an emergency please contact:

Name: _____ Phone: _____

Street
Address: _____ City: _____

State: _____ Zip Code: _____



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Workers' Compensation Benefits

I understand and agree that while employee is assigned to Next Level Resources, Inc., Next Level Resources, Inc., will provide workers' compensation benefits to me for injuries compensable under the applicable (State) Workers' Compensation law, according to the laws of the state having jurisdiction over the compensable injury to me. In recognition of the fact that any related work injuries which might be sustained by me are covered by state workers' compensation statutes, and to avoid the circumvention of such state statutes which may result from suits against the customers and clients of Next Level Resources, Inc. or against Next Level Resources, Inc. based on the same injury or injuries, and to the extent permitted by law, I hereby waive and forever release any rights I might have to make claims or bring suits against any client or customer of Next Level Resources, Inc. for damages based upon injuries which are covered under such workers' compensation statutes. It is the expressed intent of this agreement to limit employee's recovery for compensable injuries to those benefits available under the applicable workers' compensation law.

Company Drug Policy

Next Level Resources, Inc. believes a "drug-free workplace" is essential to both employer safety and maximum performance/productivity. Any measurable amount of an illegal or controlled drug, or alcohol, can impair a person to some degree. Next Level Resources, Inc. refuses to accept the risks involved in on-the-job or off-the-job drug use. This choice in lifestyle can contribute to on-the-job accidents injuring both the user and any employee working with or around him/her. It will not be tolerated. An employee on duty or on work-site employer property, who possesses, receives or is determined to have measurable levels of any illegal drug or alcohol (except as may be allowed by law) **will be subject to immediate discharge** and in appropriate situations, referred to law enforcement authorities. Employees maintaining or using prescribed medications should report the circumstances and effects to their supervisor. If you fail to report this, any medication you take which impairs your job performance and/or potentially endangers anyone could be viewed the same as an illegal drug. Some types of medications could have undesirable effects, making you a safety risk and endangering yourself and those around you. Periodically, **unannounced inspections will be made** of persons entering or leaving your employer's work-site. Entry onto work-site employer's property is deemed to be consent to an inspection of person, locker, vehicle or any other personal effects. Next Level Resources, Inc. also reserves the right to require employees to allow testing for illegal or controlled drugs or alcohol. Any employee who refuses to participate in such searches or testing will be subject to immediate discharge. Any questions about this policy should be directed to management immediately.

Pre-Employment Notice and Waiver

I understand that Next Level Resources, Inc. has specific policies opposing drug and alcohol abuse and possession. Next Level Resources, Inc. reserves the right to require employees to allow searches of their clothing, personal effects, desks and personal vehicles. I understand that my agreement to submit to those searches or to testing for the presence of drugs or alcohol is a condition of my employment. **I hereby consent to participate in such searches or tests** throughout the duration of my employment. I realize that my failure to participate in such tests or searches will be **grounds for immediate discipline up to and including discharge.** I hereby authorize and release either co-employer to obtain any medical information from any physician who has examined me or who will examine me in the future, and give my consent to such physician or physicians to release all medical information concerning my physical condition to that Company as necessary to implement this drug policy/program. I agree to save and hold harmless the physician and the physician's employees and agents



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from any legal action against the physician for releasing such information to either co-employer. **I hereby agree to participate in Next Level Resources, Inc's testing for illegal or controlled drugs or alcohol.** As a condition of employment, I agree to waive, forfeit and to not initiate or participate in any legal action of any type, as a result of any lawful testing which might arise now, or which might arise in the future, on behalf of myself or any of my future representatives against the Company, the laboratory, medical personnel or any individuals which participate in any manner or fashion in such testing and evaluation. I also authorize any physician, medical institution or personnel who might be or become involved in such testing or evaluation to release any and all information concerning my tests or my physical condition to the company. I specifically waive any and all claims of negligence against the company for any actions of the company, its employees, officers, directors, agents and representatives in the implementation of the company's drug program.

Accident Procedures

- 1. All accidents/injuries** must be reported to the foreman or supervisor, even if no medical attention is required. The injured employee must complete an Employee Accident/Injury Report form whether or not medical attention is required.
- 2. The employee must notify** their office or supervisor prior to start time if he/she needs to be off from work on any day. While off from work the employee must call Next Level Resources, Inc. prior to the employee's start time to keep management advised of the employee's status. A Return to Work/Fitness for Duty certificate must be obtained from a medical provider when an employee is absent from work five or more consecutive days.
- 3. Anytime an employee is on light duty** the Doctor's restrictions must be followed. The employee may return to his regular duties only when released in writing by the doctor. It is the employee's responsibility to inform the Doctor of our "**Light Duty**" policy when an employee is injured on the job. Every effort should be made to return to work. **Pre-existing injuries or conditions may not be covered** by the company's Workers' Compensation Benefit insurance.
- 4. Procedures for reporting injuries** and for receiving medical treatment will be explained to you by your supervisor. For your protection, it is essential that all on-the-job injuries, no matter how slight, be reported immediately to your supervisor and the Employee Accident and Injury Report is properly completed and returned. Failure to follow Next Level Resources, Inc. accident procedures will subject you to disciplinary action up to and including **discharge**.

I authorize investigation of all statement contained in this application. I hereby give Next Level Resources, Inc. permission to contact schools, all previous employers (unless otherwise indicated), references and others and hereby release Next Level Resources, Inc. from any liability as a result of such contact.

I certify that all of the information submitted on my application is true and complete. I understand that the misrepresentation or omission of facts called for will cease our representation at any time without any previous notice.

Signature: _____ Date: _____

Next Level Resources, Inc. is an Equal Opportunity Employer – It is Next Level Resources, Inc.'s policy to make all employment decisions without regard to age, race, creed, color, religion, national origin, sexual orientation, gender, physical or mental disability, veteran status, marital status, or any other protected status in accordance with applicable federal, state, or local laws. We assure you that your opportunity for employment with Next Level Resources, Inc. depends solely on your qualifications.



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TEMPORARY EMPLOYEE ACKNOWLEDGMENT FORM

This will acknowledge the understanding between you and **Next Level Resources, Inc.** regarding our mutual expectation of continued employment under the following terms and conditions. It is understood that our employment relationship is one of employment "at-will." This means that you have the right to end the employment relationship at any time, either with or without cause. You can exercise that right by expressly notifying us that you have quit and do not wish to be considered for future assignments. We have the same right and can expressly notify you of the decision to terminate your employment, either with or without cause.

Job assignments may be sporadic, intermittent, unpredictable, and irregular. As a result, significant gaps may occur between assignments. Nevertheless, we both agree that the employment relationship will not end at the conclusion of any assignment, unless one of us expressly notifies the other of the decision to end the employment relationship in the manner noted above. It is agreed that, in the absence of such notice, the end of an assignment will not constitute or be considered a discharge, release, resignation, or termination of the employment relationship.

It is further agreed that, between assignments, we will continue to consider you for suitable work opportunities for which we determine you are qualified. You will not earn wages except when you perform actual work on assignments you are given or when otherwise required by law. You also may take advantage, on a purely voluntary basis, of our training resources between assignments.

We also both agree that, while the employment relationship continues, you will be paid in accordance with the regular payday rules governing current employees. You will be paid on regular paydays following the completion of services on any assignment. If you expressly notify us of your decision to quit, or if you are terminated, you will receive your final wages sooner, as the law requires.

Print name _____

Signature _____

Date _____