

PLEASE READ CAREFULLY

APPLICATION FORM WAIVER

In exchange for the consideration of my job application by Garrett Container Systems (hereinafter called "the Company"), **I agree that:**

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time to time, or other Company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of the company, or otherwise to change in any respect the employment-at-will relationship between the Company and me, and that relationship cannot be altered except by a written instrument signed by the President/General Manager of the Company. Both the undersigned and the Company may end the employment relationship at any time, without specified notice or reason. If employed, I understand that the Company may unilaterally change or revise its benefits, policies and procedures and such changes may include reduction in benefits.

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. I hereby give the Company permission to contact schools, previous employers (unless otherwise indicated), references, law enforcement agencies and others, and hereby release the Company from any liability as a result of such contact.

I also understand that (1) the Company has a drug and alcohol policy that provides for testing after employment; (2) consent to and compliance with such policy is a condition of my employment; and (3) continued employment is based on the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.

I understand that; in connection with the routine processing of my employment application, the Company may request from a consumer reporting agency and investigative consumer report including information as to my credit records, character, general reputation, personal characteristics, and mode of living. Upon written request from me, the Company, will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act.

I further understand that my first 90 days of employment with the Company shall be introductory, and further that at any time during the introductory period or thereafter, my employment relation with the Company is terminable at will by either party, with or without cause.

Signature of Applicant: _____ **Date:** _____

The Company is an Equal Employment Opportunity Employer M/F/D/V. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, color, religion, sex, gender identity, sexual orientation, national origin, citizenship, age, protected veteran status or disability. Applicants will not be discriminated against for inquiring about, discussing, or disclosing their prospective pay or the pay of another employee or applicant. Your opportunity for employment with this Company depends solely on your qualifications.

Due to high applicant volume, we are not able to individually provide status updates. Please allow at least **two weeks** to review your application and make a determination. We will contact you directly for an interview in the event your application meets the hiring criteria and there is a position available.

Thank you for completing this application form and for your interest in our business.