





I hereby certify that all of the foregoing information I have supplied in this application is correct and complete. I hereby authorize Irvine Pipe & Supply, Inc. ("the Company") to verify the information provided. I understand that any falsification or material omission of information will constitute grounds for withdrawal of any employment offer or termination of employment. I give the Company permission to contact each of my previous employers and references, and hereby release the Company from any and all liability for doing so.

I also understand that all offers of employment are conditioned upon the satisfactory completion of reference and/or background checks, and the submission of valid documentation that confirms my identity and authorization to work in the United States. If I receive a conditional offer of employment, I will be asked to provide information regarding any criminal convictions and I authorize the Company to conduct a criminal history background check which are not necessarily a bar to employment, but will be considered in a manner consistent with all applicable laws. The Company will also consider factors such as the nature of the crime, the time elapsed, evidence of rehabilitation, and the nature of the job. In addition, if I receive a conditional job offer I will be required to undergo a drug screen test. If I do not pass the Company drug screen criteria, any offer of employment will be withdrawn.

If hired, and in consideration of my employment, I agree to comply with the Company's rules, policies and procedures.

I understand that employment with the Company is "at-well," which means that both the Company and I may terminate my employment at any time, with or without cause or prior notice. In addition, the Company may change my position, duties, schedule, and/or compensation, and may transfer, reassign, promote, demote, suspend, or otherwise change the terms and conditions of my employment (other than the at-well relationship), with or without cause or prior notice. I further understand that no one has the authority to enter into an agreement of employment with the Company for any specified time period, or to make any agreement contrary to the foregoing unless in writing that is signed by the President of Irvine Pipe & Supply, Inc.

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Signature of Applicant

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Date

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Print Name