

**APPLICATION FOR EMPLOYMENT – AVR, INC AND AFFILIATES (“AVR, Inc.”)**  
(AN EQUAL OPPORTUNITY EMPLOYER)

READ CAREFULLY – YOUR EMPLOYMENT DEPENDS ON YOU MEETING CERTAIN CRITERIA.

Dear Prospective Employee,

You have been given a packet of papers to complete, which includes:

- AVR, Inc. Criteria Sheet, which requires your signature acknowledging that you have read it thoroughly.
- AVR, Inc. Application Form which asks for certain information such as what experience you have, references as to where you have worked in the past etc.

Also included are forms required under the Equal Employment Opportunity Act. Completing these forms is voluntary, but we hope that you will choose to fill them out. If you choose to complete the forms, enclose them in the envelope that is attached. This envelope will be given to the EEO Officer and will not be part of your personnel file or application file.

It is important that you read each of these and understand them.

If you have any questions please contact the person that supplied you with these forms.

**It is also important that you know:**

ALL NEW EMPLOYEES are placed on a 45 day PROBATION PERIOD, after which time, if they are accepted, they attain the status of “Employee”.

ALL NEW EMPLOYEES must take a PRE-PLACEMENT PHYSICAL EXAM, which will include a general physical exam. This examination will also include a “DRUG SCREEN”. This exam will be conducted by our appointed Medical Examiner. Your offer of employment is conditional, pending the outcome of the PRE-PLACEMENT PHYSICAL EXAM.

If, by chance, you are put to work prior to the exam, your employment is still conditional on the results of that examination.

The CRITERIA for employment is explained on the CRITERIA for EMPLOYMENT sheet following. You must sign the acknowledgment lines on the bottom of the Criteria page in order to be considered for employment.

Thank you for considering us in your search for employment.  
AVR, Inc. and Affiliates