

## **Applicant Statement**

I certify that all information I have provided in order to apply for and secure work with Appalachian Wood Products is true, complete and correct.

I expressly authorize, without reservation, Appalachian Wood Products, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representative for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that Appalachian Wood Products does not unlawfully discriminate in employment and no questions on the application or in conjunction with a resume are used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state and/or federal law.

I understand that my application/resume remains current for 2 years. At the conclusion of that time, if I have not heard from Appalachian Wood Products and still wish to be considered for employment, it will be necessary to reapply and submit a new application and/or resume.

If I am hired, I understand that I am free to resign at any time, with or without prior notice, and Appalachian Wood Products reserves the same right to terminate my employment at any time, with or without cause and with or without prior notice, except where required by law. My application or resume does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or any representative of Appalachian Wood Products is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by Appalachian Wood Product's President.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard. Appalachian Wood Products does not tolerate unlawful discrimination in its employment practices. No question or answer on the application or resume is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her sex, race, color, religion, nation origin,

citizenship, age, disability or any other protected status under applicable federal, state or local laws. Appalachian Wood Products takes all complaints of harassment seriously and all complaints will be investigated promptly and thoroughly.

I understand and hereby consent to undertake a drug screening upon the request of Appalachian Wood Products and a medical exam after a conditional offer of employment has been made. I further understand and consent that the results of the medical examination and/or results of the drug screening will be released to Appalachian Wood Products and used by Appalachian Wood Products in its employment decision.

I certify answers given in connection with the drug screen and medical exams are true and complete to the best of my knowledge. I understand that any information provided by me that is found to be false, incomplete or misrepresented in any respect will be sufficient cause to (i) eliminate me from further consideration for employment, or (ii) may result in my immediate discharge from the employer's service, whenever it is discovered.

**DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT.**

**I certify that I have read, fully understand and accept all the terms of the foregoing Applicant Statement.**

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date