



APPLICANT'S STATEMENT

I certify that the information I have given on this application is true and complete. I understand that providing false information or the omission of information is sufficient grounds for immediate discharge.

I authorize the release of all high school, college, and other educational records pertaining to my attendance, course work, and other school activities at any educational institution attended by me at any time.

I authorize the disclosure of any and all information relating to my present and former employment, and I request all current and former employees to supply such information to Reaction Co. upon its request. I waive and release my current and former employers from any liability that may arise as a result of providing such information and waive and release Reaction Co. and its agents from any liability for any actions taken due to information provided by any current or former employer.

I agree that, if hired, I will conform to all rules, regulations, and procedures of Reaction Co. I further understand and agree that if I am hired, my employment with Reaction Co. is for an indefinite period and may, regardless of the time and manner of payment of my wages and salary, be terminated at any time by Reaction Co. or me, with or without cause and without prior notice of warning.

I further understand that this Application for Employment and any policies and procedures communicated or followed by Reaction Co. during the term of my employment is not intended to be and are not a contract of employment and that any such policies and procedures may be modified, disregarded, or eliminated at any time, with or without notice to me, at the Company's sole discretion.

I understand that this Application for Employment shall be considered active for a period not to exceed 60 days from this date and that if I wish to be considered for employment beyond that date, I must submit another employment application.



BACKGROUND RESEARCH RELEASE

Please read this section carefully and acknowledge your understanding by signing your name in the space below. I certify that all the statements made by me on this application for employment are true, correct and complete to the best of my knowledge.

1. Consent to Conduct Background Investigation

As a condition of and in consideration for Reaction Co.'s. consideration of this application, I give permission to Reaction Co. to investigate my personal and employment history. I understand that this background investigation will include, but not limited to verification of all information on this application, as well as interviews with past employers. I further give permission to Reaction Co. to conduct this investigation and to discuss the results of this investigation in connection with my application for employment.

2. Consent to contact Past employers

I give permission to Reaction Co. to contact all employers listed in this application (except those specifically excluded) for references. I further give permission to all current or previous employers and/or managers or supervisors to discuss my relevant personal and employment history with Reaction Co., consent to the release of such information orally or in writing, and hereby release them from all liability and agree not to sue them for defamation or other claims based upon any statements they make to any representative of Reaction Co. I further waive all rights I may have under law to receive a copy of any written statement provided by any of my former employers to Reaction Co. I further agree to indemnify all past employers for any liability they may incur because of their reliance upon this release.

3. Consent to Contact Government Agencies

I give permission to any agent, attorney, or representative of Reaction Co. to receive a copy of any information obtained in the file of any federal, state, or local court, government agency, law enforcement agency, or investigator concerning or relating to me. I further consent to the release of such information. In the event the law does not provide for prospective employers to have access to information, I hereby delegate Reaction Co. as my agent for receipt of information. I understand that the scope of this investigation will be limited to the criminal and/or civil records that relate to my honesty, integrity, and/or abilities.

4. Cooperation with Investigation

I agree to fully cooperate with Reaction Co.'s background investigation and to sign any waivers or releases that may be necessary to obtain access to relevant information. If any former employer or federal, state, or local government agency will not release reference information or criminal history directly to the employer, I agree to personally request such information to the extent permitted by law.

5. Falsification Statement

I understand that any falsification or willful omission of the fact made in this application or in connection with any background investigation is sufficient grounds for rejection of this application, or, if discovered after an offer of employment, for immediate dismissal.

6. Employment "At Will"

In consideration of my employment, I agree to conform to the rules and regulations of Reaction Co., and my employment and compensation is "at will" in that they can be terminated with or without cause, and with or without notice, at any time, at the option of either Reaction Co. or myself, except as otherwise provided by law. I understand that no manager or representative of Reaction Co., other than the President, Vice President or General Manager has authority to enter into any agreement for employment for any specified period of time to make any agreement or contract to the foregoing and that any promises to the contrary will only be relied upon by me if they are in writing and signed by the President, Vice President or General Manager of Reaction Co..

Applicant's Signature

Date