

Pre-Employment Processes and Policy Regarding Reimbursement for Associated Costs to Complete

There are certain currently mandated Federal, State, and/or Local legal requirements that have to be met before you can be offered employment with our company, including a Criminal Background Clearance, a Health Screening, and a Tuberculosis clearance. Please be advised that the responsibility for, and costs associated with, completing these pre-employment requirements are entirely the responsibility of the applicant. In an effort to mitigate this for our potential new team members, however, FDM Community Services, Inc. currently, and on its own initiative, has offered to cover the cost of the Pre-Employment Health Screen and Tuberculosis testing, and will reimburse the cost associated with the Criminal Background Clearance process after 90 days of continuous employment with our company. Be advised that no reimbursement for the cost associated with the Criminal Background Clearance process will be offered to those who have not completed 90 days of continuous employment with our company. Please be further advised that this policy may change at any time, at the sole discretion of FDM Community Services, Inc., and in accordance with all applicable Federal, State, and/or Local laws.

By signing below, I hereby acknowledge my understanding and acceptance of the above policy, and all terms and conditions outlined herein:

Applicant Name

Date of Birth

Applicant Signature

Date Signed