

# Disclosures & Consents

1. I understand that, where permissible under applicable federal, state, or local law, I may be subject to a pre-employment background check after receiving a conditional offer of employment to investigate my background and other matters related to my suitability for employment. I understand that a separate disclosure and consent form will be provided to me prior to any background check being conducted by a third party in accordance with the Fair Credit Reporting Act.
2. I understand that employment with Snagajob is also contingent on my providing sufficient documentation necessary to establish my identity and legal eligibility to work in the United States.
3. I further understand that the completion of an application with Snagajob is a preliminary step to employment. It does not obligate Snagajob to offer employment to me, or for me to accept employment. I understand and agree that if hired, my employment will be at-will, which means employment is for an indefinite period of time and may be terminated by myself or Snagajob at any time, with or without cause, and with or without notice.
4. I agree that Snagajob may communicate with me about my application by email, cellular telephone, SMS or MMS messaging, telephone, or delivery services including the U.S. Postal Service. I acknowledge and agree that Snagajob shall have no liability associated with or arising from my failure to maintain accurate contact or other information, including, but not limited to, my failure to receive critical information about my application.
5. State Specific Disclosures
  - a. **FOR ARIZONA APPLICANTS: THE SMOKE-FREE ARIZONA ACT, A.R.S. § 36-601.01, PROHIBITS SMOKING IN PLACES OF EMPLOYMENT AND WITHIN 20 FEET OF ALL ENTRANCES, OPEN WINDOWS, OR VENTILATION SYSTEMS.**
  - b. **FOR CALIFORNIA APPLICANTS: I RECOGNIZE THAT I MAY WAIVE MY RIGHT TO RECEIVE A COPY OF ANY PUBLIC RECORD OBTAINED BY THE COMPANY WHEN CONDUCTING A BACKGROUND INVESTIGATION OF ME PER THE REQUIREMENTS OF CALIFORNIA'S INVESTIGATIVE CONSUMER REPORTING AGENCIES ACT (CALIFORNIA CIVIL CODE § 1786, ET SEQ.). I MAY WAIVE MY RIGHT BY CHECKING THIS BOX: I DO NOT WISH TO RECEIVE A COPY OF ANY PUBLIC RECORDS OBTAINED BY THE COMPANY ABOUT ME THROUGH NON-INVESTIGATIVE CONSUMER REPORTING AGENCY SOURCES.**
  - c. **FOR MARYLAND APPLICANTS: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.**
  - d. **FOR MASSACHUSETTS APPLICANTS: IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY.**
  - e. **FOR MONTANA APPLICANTS: THE EMPLOYMENT RELATIONSHIP IS GOVERNED BY THE WRONGFUL DISCHARGE FROM EMPLOYMENT ACT. MONT. CODE ANN. §39-2-901.**
  - f. **FOR RHODE ISLAND APPLICANTS: IF YOU PROVIDE FALSE INFORMATION ABOUT YOUR ABILITY TO PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB, WITH OR WITHOUT ACCOMMODATIONS, YOU MAY BE BARRED FROM FILING A CLAIM UNDER THE PROVISIONS OF THE WORKERS' COMPENSATION ACT OF**

THE STATE OF RHODE ISLAND.