

## APPLICANT'S CERTIFICATION AND AGREEMENT

### PLEASE READ THIS SECTION CAREFULLY BEFORE SIGNING BELOW

I understand that, if I am hired by Welcome Nursing Home, my employment is At-Will – meaning that it is for no definite period of time and can be terminated by me or by Welcome Nursing Home, with or without cause or notice, at any time. I also understand that no representative of Welcome Nursing Home, other than the Administrator, has the authority to enter an agreement with me contrary to the foregoing, and I understand that any agreement that the Administrator might enter with me contrary to the foregoing must be in writing to be enforceable.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I hereby give Welcome Nursing Home the right to make thorough investigation of my past employment, education and activities, and to contact my references, and I release from all liability all persons and companies supplying such information. I indemnify Welcome Nursing Home against any liability that might result from making such an investigation. I waive all rights to bring any action for defamation, invasion of privacy or any similar cause against anyone contacted as a result of what he or she may say about me.

I understand that nothing contained in this employment application or in the granting of an interview is intended to create an employment contract between Welcome Nursing Home unless made in writing and signed by Welcome Nursing Home's Administrator. If an employment relationship is established, I understand that I have the right to terminate my employment at any time for any reason and that Welcome Nursing Home retains a similar right.

I consent to take any lawful pre-employment drug screen that might be required by Welcome Nursing Home as condition of my being considered for employment, and I agree to take any other lawful medical examination or allow a background check to be performed that might be required by Welcome Nursing Home as a part of any conditional offer or employment Welcome Nursing Home might extend to me. I agree to cooperate with Welcome Nursing Home regarding these matters.

I understand that this application is current for 60 days only. At the conclusion of this time, if I have not heard from Welcome Nursing Home and still want to be considered for employment, it will be necessary for me to fill out a new application. I certify that the facts contained in this Application are true and complete to the best of my knowledge and I understand that, if I am employed, any statements I have falsified on this Application shall be ground for immediate dismissal. I also understand that, if employed by Welcome Nursing Home, I am required to abide by all of Welcome Nursing Home's rules and regulations.

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Applicant Signature

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Date

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Print Name of Applicant