

FREDERICK AIR, INC.

EMPLOYMENT APPLICATION

INFORMATION FOR APPLICANT

1. This application is valid for only thirty (30) days. If you have not been employed within thirty (30) days of your application, you must re-apply for a position.
2. By my signature below, I agree to the following:
 - a. I consent to take any physical examinations, including but not limited to tests for alcohol or drugs, that may be requested by Frederick Air, Inc. (1) following an offer of employment and prior to commencement of work; and (2) during the course of my employment, consistent with applicable law, including but not limited to the Americans With Disabilities Act. I further authorize any health care professional who performs such an examination or who has other information concerning my physical, mental or other medical status to release such information to Frederick Air, Inc.
 - b. I certify and declare under penalty of perjury, under relevant state and federal law, that the information contained in my employment application is complete, true, and accurate. I understand that any false statements or misleading omissions made by me in connection with my application, or in responding to request for information, can be sufficient grounds for my rejection as a candidate for employment or for my immediate discharge.
 - c. I understand that none of Frederick Air, Inc.'s practices or policies are to be construed as imposing any binding obligations on the Company, and that they are subject to change or deletion at any time.
 - d. I hereby authorize Frederick Air, Inc. to obtain from schools, former employers or other individuals or institutions it contacts, any information in their possession regarding my employment history or qualifications for the job for which I have applied.
 - e. I hereby release from any liability or responsibility, Frederick Air and their officers and employees and previous employers, references, and educational institutions that supply information in the course of a background investigation.
 - f. I understand that any employment I might be offered by Frederick Air, Inc. is at-will and of indefinite duration and that either I or Frederick Air, Inc. can terminate that employment at any time with or without notice for any or no reason and that no agreement to the contrary will be recognized by Frederick Air, Inc. unless made in writing and signed by the President of Frederick Air, Inc.. I understand that satisfactory completion of my provisional period will not change my status as an at-will employee.
 - g. Although management makes every effort to accommodate individual schedule preferences, at times business needs, in accordance with federal and state laws, make the following conditions: shift work, overtime and/or rotating shift schedule (including night and weekends). I understand and accept these conditions of my continuing employment.
 - h. I understand and agree that, in the event that I am employed and subsequently leave Frederick Air, I will promptly pay any indebtedness to the company and any and all monies due me including wages, salary, or commissions may be applied toward liquidations of any such indebtedness, except as restricted by law.

I have read this Employment Application and I fully understand its contents.

Date

Signature of Applicant

An Equal Opportunity Employer
FREDERICK AIR, INC.
EMPLOYMENT APPLICATION

Authorization & Consent for Drug Testing & Background Investigation

As an integral part of the pre-employment screening process, Frederick Air, Inc. requires all applications who have been offered employment to submit to drug testing and background investigations prior to beginning employment. All offers of employment are contingent upon test results. Drug testing is conducted by an authorized agency under contracts to Frederick Air to screen for use of illegal drugs or the unauthorized/ illegal use of legal drugs or substances. Background investigations include criminal records, credit history, employment references, personal identity and others of like kind and nature. Frederick Air assumes the costs associated with pre-employment drug testing and background investigations.

-Please read the following statements carefully-

1. I hereby release from any liability or responsibility, Frederick Air and their officers and employees and previous employers, references, and educational institutions that supply information in the course of a background investigation.
2. If a report is made, I have the right to request the details of the report directly from the reporting agency.
3. Drug testing and background check results will be reported in a timely manner and revealed only to those persons authorized by the Director of Human Resources as having a need-to-know.
4. If I do not consent to the mandatory drug testing (or obtain a positive test result) and background investigations, the conditional offer of employment made to me shall be withdrawn and I shall be subject to disqualification from further employment consideration.
5. I understand that I may be required to take one or more drug screening tests as a condition of hiring or continued employment. I agree to consent to take the test(s) at such time as designated by Frederick Air and release Frederick Air, its directors, officers, agents, or employees from any claims arising from such test(s).
6. If I provide false information with respect to my drug testing and background investigations, I shall be subject to disqualification from employment with Frederick Air.
7. I understand that it is Frederick Air's decision to reconsider any conditional offer of employment based on derogatory reports resulting from a national criminal investigation. Each prospective employee with conviction(s) on his/her record will be considered on a base-by-case basis for employment. The Direct of Human Resources will take into consideration the department to which the applicant applied, the nature and gravity of the offense, and the time that has passed since the conviction.
8. This authorization and consent shall be valid in original, fax, or copy form.

Date

Signature of Applicant