

We are a drug free work place.

Medical Marijuana Card Rules for The Company

We have a no drug policy at all of the companies. Most companies with this policy have zero tolerance and will not hire employees that have the medical marijuana card. I don't find the need to be that strict.

We have allowed the exception of a medical marijuana card for the few employees that have them, rules as follows:

No one is allowed to imbibe before going on shift or during their shifts, regardless of the reason they have their card. As with all drugs they have an effect which can cause the employee to put themselves in harms way with operating equipment or during the course of their general duties. For this reason, our company cannot allow anyone, regardless of their position to ingest marijuana before or during working hours.

If anyone tests positive for Marijuana their sample will be sent to a different lab for more scrutiny, if that test yields a positive result, the MRO (Medical Review Official) will call the employee to determine if a card is in place, if it isn't the result will be positive and the employee is subject to dismissal. If the employee has a Florida Medical Marijuana card a notation to that affect will be added to the test results and put into the employee's medical file.

If you have reason to believe you can't pass the drug test, please excuse yourself now.

Thank you.

Signed _____

Date _____

HILIFE PROJECTS, INC. DBA

is a

Drug-Free Workplace – Pre-Employment Drug Test Required

APPLICATION FOR EMPLOYMENT

(Please Print)

Equal access to programs, services and employment is available to all persons. Applicants requiring reasonable accommodation to the application and/or interview process should notify the Human Resources Department.

Position(s) applied for: _____

Referral Source: ☐ Advertisement ☐ Government Employment Agency ☐ Private Employment Agency
☐ Walk-in ☐ Employee ☐ Relative ☐ Other _____

Name: _____

Last

First

Middle

Social Security #

Address: _____

Street

City

State

Zip Code

Phone #

If you are under 18 and it is required, can you furnish a work permit? ☐ Yes ☐ No

If no, please explain: _____

Have you submitted an application here before? ☐ Yes ☐ No If yes, give dates(s): _____

Have you ever been employed here before? ☐ Yes ☐ No If yes, give dates(s): _____

Are you legally eligible for employment in this country? ☐ Yes ☐ No

Are you able to meet the attendance requirements of the position? ☐ Yes ☐ No

Have you ever been bonded? ☐ Yes ☐ No

Have you ever pled "guilty" or "no contest" to, or been convicted of a crime? ☐ Yes ☐ No

If yes, please provide date(s) and details (Answering "Yes" to these questions does not constitute an automatic bar to employment; factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account): _____

Driver's license number, if driving, is an essential job function: # _____ State: _____

EDUCATIONAL BACKGROUND – List high school, college or Trade/vocational School:.

SCHOOL / CITY AND STATE	YEARS ATTENDED	DEGREE/ DIPLOMA/ MAJOR

Skills and Qualifications (special training, skills, licenses and/or certificates that may qualify you as able to perform job-related functions in the position for which you are applying): _____

REFERENCES – List 3 people who you are not related to and who you have known for at least one 1 year:

NAME	ADDRESS	TELEPHONE	YEARS KNOWN

EMPLOYMENT HISTORY – Please explain any gaps in employment in comments section below:

Job Title: _____ Date Employed – From: _____ To: _____

Employer: _____ Address: _____ Telephone: _____

Hourly Rate or Wage: Starting \$ _____ per _____ Ending \$ _____ per _____

Summarize the type of work performed and job responsibilities: _____

Reason for leaving: _____

May we contact for reference? ☐ Yes ☐ No ☐ LATER

Comments: _____

Job Title: _____ Date Employed – From: _____ To: _____

Employer: _____ Address: _____ Telephone: _____

Hourly Rate or Wage: Starting \$ _____ per _____ Ending \$ _____ per _____

Summarize the type of work performed and job responsibilities: _____

Reason for leaving: _____

May we contact for reference? ☐ Yes ☐ No ☐ LATER

Comments: _____

Job Title: _____ Date Employed – From: _____ To: _____

Employer: _____ Address: _____ Telephone: _____

Hourly Rate or Wage: Starting \$ _____ per _____ Ending \$ _____ per _____

Summarize the type of work performed and job responsibilities: _____

Reason for leaving: _____

May we contact for reference? ☐ Yes ☐ No ☐ LATER

Comments: _____

I give the employer the right to contact and obtain information from all references, employers, schools, and to verify the accuracy of the information contained in this application. I hereby release the employer and its representatives from liability for seeking, gathering and using such information and all other persons, corporations or organizations for furnishing such information.

This application is current for only 60 days. At the conclusion of this time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary to fill out a new application.

I understand that if I am employed, any misrepresentation or material omission made by me on this application may be sufficient cause for immediate termination, whenever it is discovered.

I also understand that if I am hired, I will be required to provide proof of identity and legal authority to work in the United States and that federal immigration laws require me to complete and I-9 Form in this regard.

I understand it is this company's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA. The employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by local, state or federal law.

If I am hired, I understand that I am free to resign at any time, with or without cause and without prior notice. The employer reserves the same right to terminate my employment at any time, with or without cause and without prior notice, except as may be required by law.

This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no representative of the employer, other than an authorized officer, has the authority to make any assurances to the contrary.

I have read and fully understand the above and seek employment under these conditions.

Signature of Applicant

Date

Work Availability

HiLife Projects, Inc

Monday _____

Tuesday _____

Wednesday _____

Thursday _____

Friday _____

Saturday _____

Sunday _____