

## **Applicant Agreement**

I certify that the facts contained in this application are true and complete to the best of my knowledge and that misrepresentation or falsifications by me on this application or verbally will be grounds for cancellation of the application and/or termination from the agency. I authorize a thorough investigation of my references, qualifications, background, criminal record, past/current employment (s), and any pertinent information they may have (personal or otherwise).

I also voluntarily give A and L Home Care and Training Center, LLC permission to perform criminal background checks, drug screens, and other tests that relate to my employment. I release the agency and all persons, places of business, and municipalities supplying such information from liability from damage that may result from the furnishing or utilization of such information. I also release A and L Home Care and Training Center, LLC., from all liability for any information it might deem appropriate to lease regarding me and my employment. I understand that any/all results will be used to determine an offer of employment and/or continued employment with the agency, and will be forwarded to the appropriate licensure board/authority as indicated.

If employed, I understand that I will be placed on a ninety day introductory period in which A and L Home Care Reserves the right to terminate my employment if it is determined that I have falsified any information, fail to work well with others, constitute a safety hazard to the agency or the public, it is determined that I am not an acceptable fit for the agency, and etc. I understand that continued employment is contingent upon the results of a criminal background check and my adherence to governmental regulations, agency policy, and agency procedures. I understand that I am subject to periodic criminal background, traffic, medical, and drug and alcohol checks.

I understand and agree that the agency is an "at will" employer, meaning it is not guaranteed for any definite period of time at the option of the agency or myself. I understand that my employment can be modified or terminated, with or without cause or notice. I understand and agree that the agency reserves the right to establish and/or change any of the terms or conditions of any aspect of my employment, including my compensation, at its discretion with or without notice. I understand and agree that no other oral or written agreement of any kind related to my employment and/or my compensation exist outside of this agreement. I agree that any believed previous agreement between an agency representative and myself have been made, they are superseded by the contents of this agreement. I understand and agree that no representative of the agency, other than the President, Chairman of the Board, or the Board of Directors as a whole, have the authority to enter into any other agreement with me or provide me with assurances relating to any aspect of my employment with the agency, except that the above individuals do so in writing, although the terms of the agreement can not supersede this one. The terms of this agreement will supersede all others.

I understand that if I am offered employment by the agency and accept that offer, this document serves as the only primary agreement between the agency, its representatives, and myself. I also agree that \$1.00 of the wages I am paid when I report to work on my first day of employment will serve as sufficient consideration to bind this agreement.

I agree to submit to pre-employment and periodic criminal background check and licensure/certification verifications. I authorize A and L Home Care and Training Center, LLC to complete State and Federal BCH check and charge me for the cost of the investigation. I understand that I am obligated to immediately notify the agency if I have been convicted of, charged with, or plead guilty to a crime (felony, misdemeanor, sexual crime, child related crime, DUI, etc); have been placed on parole or probation, or have had licensing/certification sanctions. I also understand that failure to do so is grounds for immediate dismissal. I understand that state surveyors will have access to any and all background check results.

I agree to take any lawful medical examination, chemical, drug or alcohol tests upon requests by the agency at its sole discretion for employment consideration and as a condition of continued employment with the agency. I understand that refusal to do so immediately upon request may be cause for not being hired or immediate termination of my employment. I authorize the physician, laboratory, clinic, or other agent of A and L Home Care and Training Center, LLC to collect and test my specimen (s) for the presence of drugs or other similarly prohibited substances. I hold A and L Home Care and Training Center, LLC, its agents, and its employees harmless in the use of the test results for the purpose of its drug prevention policy and/ or notification of the appropriate authorities.

I authorize A&L Home Care and Training Center, LLC to send text messages to my cell phone. I understand that text messaging rates will apply to any messages received from A&L Home Care and Training Center, LLC. I also understand that I or A&L Home Care and Training Center, LLC may revoke this permission in writing at any time. I agree not to hold A&L Home Care and Training Center, LLC. Liable for any electronic messaging charges or fees generated by this service. I further agree that in the event my contact/cell phone number changes that I will inform A&L Home Care and Training Center, LLC.

### **READ CAREFULLY BEFORE SIGNING**

I certify that I have read and understood all of the foregoing and do voluntarily agree to all the provision contained herein.

I agree that any claim or lawsuit relating to my service with A and L Training Center, LLC must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or lawsuit. I waive any statute of limitations to the contrary.

If hired, I acknowledge that this application will become part of my official employment record.

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

Revised 10/2019

## Attestation and Agreement to Notify Employer

I hereby attest that I have not: 1) been convicted of, 2) pleaded guilty to, or 3) been found eligible for intervention in lieu of conviction, for any of the disqualifying offenses listed below and agree that I will notify my employer, \_\_\_\_\_, (Employer's Name) within 14 calendar days, if while employed, I am formally charged with, am convicted of, plead guilty to, or am found eligible for intervention in lieu of conviction for any of the disqualifying offenses. I understand that failure to make this notification may result in termination of employment.

\_\_\_\_\_  
(Applicant's Signature)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Applicant's Name Printed)

### Tier 1 Disqualifying Offenses (Permanent Exclusion):

2903.01 (aggravated murder)
2903.02 (murder)
2903.03 (voluntary manslaughter)
2903.11 (felonious assault)
2903.15 (permitting child abuse)
2903.16 (failing to provide for a functionally impaired person)
2903.34 (patient abuse and neglect)
2903.341 (patient endangerment)
2905.01 (kidnapping)
2905.02 (abduction)
2905.32 (human trafficking)
2905.33 (unlawful conduct with respect to documents)
2907.02 (rape)
2907.03 (sexual battery)
2907.04 (unlawful sexual conduct with a minor, formerly corruption of a minor)
2907.05 (gross sexual imposition)
2907.06 (sexual imposition)
2907.07 (importuning)
2907.08 (voyeurism)
2907.12 (felonious sexual penetration)
2907.31 (disseminating matter harmful to juveniles)
2907.32 (pandering obscenity)
2907.321 (pandering obscenity involving a minor)

2907.322 (pandering sexually oriented matter involving a minor)
2907.323 (illegal use of minor in nudity-oriented material or performance)
2909.22 (soliciting/providing support for act of terrorism)
2909.23 (making terrorist threat)
2909.24 (terrorism)
2913.40 (Medicaid fraud)
2923.01 (conspiracy) when the underlying offense is any of the offenses or violations on this list
2923.02 (attempt) when the underlying offense is any of the offenses or violations on this list
2923.03 (complicity) when the underlying offense is any of the offenses or violations on this list
A conviction related to fraud, theft, embezzlement, breach of fiduciary responsibility, or other financial misconduct involving a federal or state-funded program, excluding the disqualifying offenses set forth in section 2913.46 of the Revised Code (illegal use of supplemental nutrition assistance program [SNAP] or women, infants, and children [WIC] program benefits).
A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.

## Tier 2 Disqualifying Offenses (Ten-Year Exclusion):

2903.04 (Involuntary manslaughter)
2903.041 (reckless homicide)
2905.04 (child stealing) as it existed prior to July 1, 1996
2905.05 (criminal child enticement)
2905.11 (extortion)
2907.21 (compelling prostitution)
2907.22 (promoting prostitution)
2907.23 (enticement or solicitation to patronize a prostitute, procurement of a prostitute for another)
2909.02 (aggravated arson)
2909.03 (arson)
2911.01 (aggravated robbery)
2911.11 (aggravated burglary)
2913.46 (illegal use of supplemental nutrition assistance program [SNAP] or women, infants, and children [WIC] program benefits)
2913.48 (workers' compensation fraud)
2913.49 (identity fraud)
2917.02 (aggravated riot)
2923.01 (conspiracy) when the underlying offense is any of the offenses or violations on this list
2923.02 (attempt) when the underlying offense is any of the offenses or violations on this list
2923.03 (complicity) when the underlying offense is any of the offenses or violations on this list
2923.12 (carrying concealed weapon)
2923.122 (illegal conveyance or possession of deadly weapon or dangerous ordnance in a school safety zone, illegal possession of an object indistinguishable from a firearm in a school safety zone)
2923.123 (illegal conveyance, possession, or control of deadly weapon or dangerous ordnance into courthouse)
2923.13 (having weapons while under disability)
2923.161 (improperly discharging a firearm at or into a habitation or school)
2923.162 (discharge of firearm on or near prohibited premises)
2923.21 (improperly furnishing firearms to minor)
2923.32 (engaging in pattern of corrupt activity)
2923.42 (participating in criminal gang)
2925.02 (corrupting another with drugs)
2925.03 (trafficking in drugs)
2925.04 (illegal manufacture of drugs or cultivation of marihuana)
2925.041 (illegal assembly or possession of chemicals for the manufacture of drugs)
3716.11 (placing harmful objects in food or confection)
A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.

### Tier 3 Disqualifying Offenses (Seven-Year Exclusion):

959.13 (cruelty to animals)
959.131 (prohibitions concerning companion animals)
2903.12 (aggravated assault)
2903.21 (aggravated menacing)
2903.211 (menacing by stalking)
2905.12 (coercion)
2909.04 (disrupting public services)
2911.02 (robbery)
2911.12 (burglary)
2913.47 (insurance fraud)
2917.01 (inciting to violence)
2917.03 (riot)
2917.31 (inducing panic)
2919.22 (endangering children)
2919.25 (domestic violence)
2921.03 (intimidation)
2921.11 (perjury)
2921.13 (falsification, falsification in theft offense, falsification to purchase firearm, or falsification to obtain a concealed handgun license)
2921.34 (escape)
2921.35 (aiding escape or resistance to lawful authority)
2921.36 (illegal conveyance of weapons, drugs, or other prohibited items onto grounds of detention facility or institution)
2923.01 (conspiracy) when the underlying offense is any of the offenses or violations on this list
2923.02 (attempt) when the underlying offense is any of the offenses or violations on this list
2923.03 (complicity) when the underlying offense is any of the offenses or violations on this list
2925.05 (funding of drug or marijuana trafficking)
2925.06 (illegal administration or distribution of anabolic steroids)
2925.24 (tampering with drugs)
2927.12 (ethnic intimidation)
A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.

### Tier 4 Disqualifying Offenses (Five-Year Exclusion):

2903.13 (assault)
2903.22 (menacing)
2907.09 (public indecency)
2907.24 (soliciting after positive human immunodeficiency virus test)
2907.25 (prostitution)
2907.33 (deception to obtain matter harmful to juveniles)
2911.13 (breaking and entering)
2913.02 (theft)
2913.03 (unauthorized use of a vehicle)
2913.04 (unauthorized use of property, computer, cable, or telecommunication property)
2913.05 (telecommunications fraud)
2913.11 (passing bad checks)
2913.21 (misuse of credit cards)

2913.31 (forgery, forging identification cards)
2913.32 (criminal simulation)
2913.41 (defrauding a rental agency or hostelry)
2913.42 (tampering with records)
2913.43 (securing writings by deception)
2913.44 (personating an officer)
2913.441 (unlawful display of law enforcement emblem)
2913.45 (defrauding creditors)
2913.51 (receiving stolen property)
2919.12 (unlawful abortion)
2919.121 (unlawful abortion upon minor)
2919.123 (unlawful distribution of an abortion-inducing drug)
2919.23 (interference with custody)
2919.24 (contributing to unruliness or delinquency of child)
2921.12 (tampering with evidence)
2921.21 (compounding a crime)
2921.24 (disclosure of confidential information)
2921.32 (obstructing justice)
2921.321 (assaulting/harassing police dog or horse/service animal)
2921.51 (impersonation of peace officer)
2923.01 (conspiracy) when the underlying offense is any of the offenses or violations on this list
2923.02 (attempt) when the underlying offense is any of the offenses or violations on this list
2923.03 (complicity) when the underlying offense is any of the offenses or violations on this list
2925.09 (illegal administration, dispensing, distribution, manufacture, possession, selling, or using any dangerous veterinary drug)
2925.11 (drug possession other than a minor drug possession offense)
2925.13 (permitting drug abuse)
2925.22 (deception to obtain dangerous drugs)
2925.23 (illegal processing of drug documents)
2925.36 (illegal dispensing of drug samples)
2925.55 (unlawful purchase of pseudoephedrine product)
2925.56 (unlawful sale of pseudoephedrine product)
A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.