

APPLICANT'S STATEMENT

Notice to Applicants: Keithcare Inc. complies with the Americans with Disabilities Act of 1990. During the interview process, you may be asked questions related to performing the essential job duties of the position for which you have applied. If you are given a conditional offer of employment, you will be required to complete a post-offer drug and alcohol screening. All entering employees will be subject to the same drug screening and all information will be kept confidential and in separate files.

In addition, you will be required to submit to a background check to be completed in accordance with TCA 33-1-209. Any offer of employment is contingent upon successfully passing the background check along with a driving record check. Furthermore, per TCA 33-1-209, you must list any prior conviction by any local, state, federal or military court of any felony or any other conviction involving sexual crimes; homicide or attempted homicide; felonious assault or attempted felonious assault; unlawful breaking or entering; robbery; burglary; theft or arson. Also, if you are required to register, or have registered, with the registry of sexual offenders in accordance with TCA 38-6-110, you must disclose such information (list any information below). Any prospective employee must agree to Keithcare Inc. checking the abuse registry.

I certify that all answers given herein are true and complete to the best of my knowledge. I authorize investigation of all matters contained in this application and hereby give Keithcare Inc. permission to contact any schools, previous employers, references and others and hereby release Keithcare Inc. from any liability as a result of such contact. I understand that misrepresentations, omissions of facts or incomplete information requested in this application may remove me from further consideration for employment. In addition, employees who misrepresent or omit facts called for in this application will be dismissed any time without any previous notice.

Applicants accepted for employment should clearly understand that while we make every effort to provide steady, continuous work, we have no employment contracts, and we cannot guarantee the permanence of any position. Job tenure can be affected by many factors including business/economic conditions, changes in laws or employer policies, conformity to our work rules, job performance, etc. and of course employees may elect to leave on their own accord to seek other jobs.

I understand that my employment with Keithcare Inc. is for no specific term and may be terminated by me or by Keithcare Inc. without notice or cause at any time. I further understand that no oral promise, Keithcare Inc. policy, custom, business practice or other procedure (including the Keithcare Inc. Employee Handbook or any personnel manuals) constitutes an employment contract or modification of the at-will employment relationship between Keithcare Inc. and me.

The contents of any employee handbook as well as personnel manuals, as well as other Keithcare Inc. policies and practices are subject to change or modification by Keithcare Inc. solely at its discretion, without notice. I also understand that no supervisor or other official of Keithcare Inc. (except for the President of the Board of Directors) has the authority to enter into any agreement with me or to make any agreement contrary to the foregoing.

We conduct business with the highest possible degree of safety and efficiency. Because of this, Keithcare Inc. requires applicants for employment who will be working directly with service recipients to undergo urinalysis screening for drug and alcohol use as the offer of employment is contingent upon successfully passing the drug/alcohol screening. In addition, all employees of Keithcare Inc. may be subject to random blood tests or urinalysis screening for drug/alcohol use. Keithcare Inc. adheres to the rules of a Drug Free Workplace.

This application will remain active for ninety (90) days. Any applicant wishing to be considered to employment beyond ninety (90) days should reapply.

I, the undersigned applicant, certify and affirm that to the best of my knowledge and belief; I (have or have not, as applicable) had a case of abuse, neglect, mistreatment or exploitation substantiated against me. As a condition of submitting this application and in order to verify this affirmation, I further release and authorize Keithcare Inc., the Tennessee Division of Intellectual Disabilities Services and the Bureau of TennCare to have full and complete access to any and all current or prior personnel or investigative records, from any party, person, business, entity or agency, whether governmental or non-governmental, as pertains to any allegations against me of abuse, neglect, mistreatment or exploitation and to consider this information as may be deemed appropriate. This authorization extends to providing any application information in personnel or investigative reports concerning my employment with this employer to my future employees who may be Provides of DIDS' services.

Applicant Signature _____

Date _____

Keithcare Inc. is an equal opportunity employer. We adhere to a policy of making employment decisions based solely upon your qualifications without regard to race, color, age, sex, religion, national origin, handicap or marital status.