

DISCLAIMER AND SIGNATURE

In exchange for the consideration of my job application by American Grand Assisted Living Suites, I agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time to time, or other American Grand Assisted Living Suites' practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of American Grand Assisted Living Suites, or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by the Owner of American Grand Assisted Living Suites. Both the undersigned and American Grand Assisted Living Suites may end the employment relationship at any time, without specified notice or reason. If employed, I understand that American Grand Assisted Living Suites may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits.

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. I hereby give American Grand Assisted Living Suites permission to contact schools, previous employers (unless otherwise indicated), references, and conduct a criminal background check, and hereby release the Company from any liability as a result of such contract.

I also understand that (1) American Grand Assisted Living Suites has a drug and alcohol policy that provides for pre-employment testing as well as testing after employment; (2) consent to and compliance with such policy is a condition of my employment; and (3) continued employment is based on the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.

I understand that, in connection with the routine processing of your employment application, American Grand Assisted Living Suites may request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristics, and mode of living. Upon written request from me, American Grand Assisted Living Suites, will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act.

Signature of applicant _____ **Date:** _____

American Grand Assisted Living Suites is an equal employment opportunity employer. We adhere to a policy of making employment decisions without regard to race, color, religion, sex, sexual orientation, national origin, citizenship, age or disability. We assure you that your opportunity for employment with this Company depends solely on your skills and overall qualifications.