

Terms and Conditions

I understand that USIC, LLC is an Equal Opportunity Employer. I understand that the Company's policy is not to discriminate against any applicant or employee based on race, color, national origin, religion, sex, age, disability, genetic information, veteran status or any other basis protected by applicable federal, state or local law. I understand that USIC, LLC also prohibits harassment of applicants and employees based on any of these protected categories. I understand that USIC, LLC will comply with its legal obligation to provide reasonable accommodation to qualified individuals with disabilities.

I understand that smoking is prohibited in all indoor areas of USIC, LLC, unless a particular location has established a designated smoking area in accordance with applicable state and local law.

I understand that a resume may be provided but does not substitute for completion of this portion of the application process.

I certify that all of the information furnished during the application process is TRUE, CORRECT and COMPLETE to the best of my knowledge. I understand that any misrepresentations or omission of facts called for may result in refusal to hire, or, if USIC, LLC hires me, such misrepresentations or omissions may result in my dismissal at any time, regardless of when the false answer or omissions are discovered.

I agree to submit to legally permissible drug testing upon an offer of employment from USIC, LLC and prior to starting work. I agree that any offer of employment is contingent upon my receiving a negative test result.

I understand and expressly agree that if USIC, LLC employs me, the Company may investigate storage and work areas provided for me (locker, desk, vehicle, etc.) without giving me prior notice.

I understand that, if USIC, LLC offers me employment, I may be required to sign a confidentiality agreement as a condition of employment.

I understand that USIC, LLC may share any information provided or collected during the application process with other USIC, LLC employees for employment and administrative purposes, and I consent to such transfer.

I certify that I am not bound by any employment contract or non-competition agreement that would be breached by any employment that might be offered to me by USIC, LLC, nor am I in possession of, nor will I at any time reveal to USIC, LLC, under any circumstances, any proprietary or confidential information that is the subject of any contract, non-disclosure agreement or prior work relationship involving any other person or entity.

I understand that, according to federal law, all individuals who are hired must, as a condition of employment, produce certain documentation to verify their identity and United States citizen status or, if aliens, their legal authorization to work in the United States. As a consequence, I understand that any offer of employment to me by USIC, LLC is contingent upon my ability to produce the required documentation within the time period required by law.

I understand that the application process is not, and is not intended to be, a contract of employment. I also understand that, unless I am employed subject to a collective bargaining agreement, any employment relationship with USIC, LLC will not be for a fixed period of time, and either USIC, LLC or I may terminate such employment at any time and for any reason. In other words, I will be an at-will employee. I further understand that statements contained in policies, practices, benefit plans, handbooks, or other USIC, LLC materials do not create any guarantee of employment. I further understand that USIC, LLC has the right to modify, amend, or terminate policies, practices, benefit plans, or other programs within the limits and requirements imposed by law. I understand that no representative of USIC, LLC, other than an officer, has the authority to enter into any agreement for employment for any specific period of time or to make any agreement contrary to the foregoing and that any such agreement must be in writing to be binding on USIC, LLC. I understand that USIC, LLC will not administer or require me to submit to a lie detector test as a condition of prospective employment.

Massachusetts Applicants: It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

Maryland Applicants: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT THAT ANY INDIVIDUAL SUBMIT TO OR TAKE A LIE

DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.

ANY INFORMATION PROVIDED DURING THE APPLICATION PROCESS WILL ONLY BE CONSIDERED ACTIVE FOR SIX MONTHS. IF YOU HAVE NOT BEEN HIRED WITHIN SIX MONTHS AND YOU WISH TO CONTINUE TO BE CONSIDERED FOR EMPLOYMENT, YOU MAY BE ASKED TO VERIFY ANY INFORMATION PROVIDED DURING THE APPLICATION PROCESS, OR MAY BE ASKED TO RESTART THE APPLICATION PROCESS.

WOTC: This employer participates in the Work Opportunity Tax Credit (WOTC) program. Your preliminary response to the IRS Form 8850 questions below will help determine if this employer qualifies for this program. Any information you provide will be kept confidential and will not affect your job, wages, or taxes. Please e-mail us at USICTalentAcquisition@usicllc.com if one or more of these categories apply to you.

-I am a member of a family that has received some type of government assistance such as Temporary Assistance for Needy Families (TANF), SNAP/Food Stamps, or Supplemental Security Income (SSI) at any time during the past 2 years.

-I am a veteran entitled to compensation for a service-connected disability OR I am a veteran who has been recently unemployed.

-Within the past two years I have received job skills training through an agency approved by the state, an employment network under the Ticket to Work program or the Dept. of Veteran Affairs.

-I have been unemployed at least 27 weeks and for all or part of the period I received unemployment compensation.

By entering your cellular telephone number above, you voluntarily give your express written consent for USIC to contact you via telephone or text at the cellular number provided, including by use of automatic telephone dialing system. Data usage or other charges may apply. Reply STOP via text message to stop.

Please print and retain a copy of these Applicant Terms and Conditions for your records.

I agree to these Terms and Conditions.*