

Extra Resource Staffing LLC

EMPLOYER, EMPLOYEE CONTRACT

I the undersigned understand that Extra Resource Staffing LLC has a 720-hour hire Temporary to Permanent Position policy.

This means that I must work through Extra Resource Staffing LLC for 720 hours, within the current calendar year at the same company before I may be hired by that company for a permanent position.

I acknowledge that Extra Resource Staffing LLC reserves the right to place me at different jobs, locations and at different rates of pay and I accept these terms for employment.

If you are injured on the job you agree to take a drug/and or alcohol test at our request or at anytime we feel this testing be necessary. (Initial Please)_____

If you are assigned a job and if for any reason you are unable to make it to your assignment, you must call and notify Extra Resource Staffing LLC (3 hours) prior to the starting time of the assignment. If you fail to notify Extra Resource Staffing LLC (3 hours) prior to the starting time, we accept this as your resignation of employment from Extra Resource Staffing LLC.

If you choose to discontinue working for Extra Resource Staffing LLC before completing your 720 hours with a particular company you cannot accept any position from that or any other company that Extra Resource Staffing LLC has sent you to. You may try to work out an early buy of your contract if a client shows interest in an early hire. **If you choose to take the job on your own without fulfilling your obligation to your Extra Resource Staffing LLC contract you will be charged a \$500 placement fee.**

REASONS FOR DISMISSAL AND DISQUALIFICATION OF EMPLOYMENT AND OR BENEFITS

- **FAILING A DRUG TEST**
- **REFUSING TO TAKE A DRUG/AND OR ALCOHOL TEST**
- **USING OR POSSESSING A CONTROLLED SUBSTANCE AT YOUR PLACE OF EMPLOYMENT**

All tests will be administered at a non-discriminatory clinic or lab.

If there is a separation from the client to which you have been assigned for any reason due to slow down, layoff's or voluntary leaving YOU MUST CONTACT Extra Resource Staffing LLC within seven (7) days for reassignment, otherwise we will consider you have QUIT our employment.

- All of our jobs are located in different areas and have different start times and different pay rates.
- We as your employer reserve the right to place you on assignments commensurable with your skills and abilities.

_____ (employee initial please)

I _____ understand that I must complete 720 working hours for Extra Resource Staffing of North Carolina in order for me to be eligible for Fulltime hire at the job position that Extra Resource Staffing assigned me to.

Sign: _____

Date: _____

I have read the above Employer, Employee contract and fully understand the above-captioned agreement.

Signed: _____

Date: _____

MEMBER OF NATIONAL ASSOCIATION OF TEMPORARY & STAFFING SERVICES (NATSS)