

AALTO SCIENTIFIC, LTD

EMPLOYMENT APPLICATION

APPLICANT'S STATEMENT: I understand that the Company is committed to providing equal opportunity in all employment practices, including but not limited to selection, hiring, promotion, transfer, and compensation to all qualified applicants and employees without regard to race, color, national origin, religion, sex, age, disability, genetic information, citizenship status, service member status, or any other category protected by federal, state, or local law.

I AGREE THAT ANY DISPUTE BETWEEN ME AND THE COMPANY RELATED TO MY APPLICATION FOR EMPLOYMENT OR MY EMPLOYMENT, IF I AM HIRED, WILL BE RESOLVED THROUGH MUTUALLY BINDING ARBITRATION IN ACCORDANCE WITH THE COMPANY'S ARBITRATION POLICY AND PROCEDURE. I UNDERSTAND THAT I HAVE THE RIGHT TO REVIEW THE POLICY AND PROCEDURE PRIOR TO SIGNING THIS DOCUMENT.

I authorize former and present employers, and professional, work, and personal references listed in the application and any other individuals I may name, to give the Company or its designee any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release such parties from all liability for any damages that may result from furnishing same to the Company. I also authorize the Company to provide truthful information concerning my employment with it to future employers, and I agree to hold it harmless for providing such information.

I understand that the Company reserves the right, as permitted by law, to require drug and alcohol screening tests of an applicant or an employee either prior to employment or any time during employment and I hereby give my consent to any such tests. I consent to the release of the results of any such tests to the Company or its designee. I release the Company and its designee from any and all liability and damages that may result or arise from any drug test or the provision of information in connection with such a test.

I understand that this employment application and any other Company documents are not promises of employment. I further understand that, if I am employed, I can terminate my employment at any time with or without cause and with or without advance notice and that the Company has a similar right. I understand that no manager, representative, or agent of the Company has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing, except that an authorized executive of the Company may do so in writing.

I certify that the information given by me on this application and during the interview process is true and complete in all respects, and I agree that if the information is found to be false, misleading, or unsatisfactory in any respect (in the Company's judgment) that I will be disqualified from consideration for employment or subject to immediate dismissal if discovered after I am hired.

THIS APPLICATION WILL BE CONSIDERED "ACTIVE" FOR A MAXIMUM OF THIRTY (30) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY.

DO NOT SIGN UNTIL YOU HAVE READ AND UNDERSTAND THESE STATEMENTS.

Date

Applicant's Signature

Each inquiry on this application must be fully answered or completed. Otherwise, you will not be considered for employment.

PERSONAL DATA

Last Name		First Name		Middle Name
Present Address Street and Number City, State, Zip		How long have you lived there: Years _____ Months _____		
Previous Address Street and Number City, State, Zip		How long have you lived there: Years _____ Months _____		
Telephone Number(s)		E-mail address		
Are you 18 years of age or older: <input type="checkbox"/> Yes <input type="checkbox"/> No		What date(s) are you available to begin work?		
Position Desired: _____		Placement Desired: <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary		
Salary Desired: \$ _____ per _____		Are you willing to work overtime?: <input type="checkbox"/> Yes <input type="checkbox"/> No		

EDUCATIONAL AND PROFESSIONAL TRAINING

Education	Years Completed (Circle)	School Name & Location (City, State)	Describe Course of Study or Major	Describe Diploma or Degree Received	Describe Specialized Experience, Training, Skills, and Extra-Curricular Activities
High School	9 10 11 12				
College/University	1 2 3 4				
Graduate/Professional	1 2 3 4				
Trade or Correspondence					

List any professional designations, certifications, licenses, or courses that are applicable to the position for which you are applying:

PERSONAL REFERENCES

Please list people who know you well -- **not** previous employers or relatives

Name	Relationship	Address (Street, City and State)	Telephone Number	Number of Years Known

CURRENT AND PREVIOUS EMPLOYMENT

Please list the names of your present or previous employers in chronological order with present or last employer listed first. Include part-time and seasonal employment. If self-employed, give firm name and supply business references. Fill this form out completely.

Employer 1		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				<input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary <hr/> If disciplined, for what?
Address		Hourly Rate/Salary		
		Starting	Final	
Job Title	Supervisor Name & Title			
Reason for Leaving				
Employer 2		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				<input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary <hr/> If disciplined, for what?
Address		Hourly Rate/Salary		
		Starting	Final	
Job Title	Supervisor Name & Title			
Reason for Leaving				
Employer 3		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				<input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary <hr/> If disciplined, for what?
Address		Hourly Rate/Salary		
		Starting	Final	
Job Title	Supervisor Name & Title			
Reason for Leaving				
Employer 4		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				<input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary <hr/> If disciplined, for what?
Address		Hourly Rate/Salary		
		Starting	Final	
Job Title	Supervisor Name & Title			
Reason for Leaving				

BACKGROUND INFORMATION

List any other names which you may have used and will be necessary to verify prior employment: _____

If hired, can you provide proof that you are legally entitled to work in the U.S.? Yes No

If not, what steps must be taken for you to begin employment lawfully? _____

Do you have adequate transportation to and from work? Yes No

Have you ever been terminated or asked to resign from any job? Yes No

If yes, please explain circumstances (use a separate sheet of paper if necessary): _____

May we contact your current employer? Yes No

If no, please explain: _____

Have you ever worked for Aalto Scientific Ltd. or a related company before? Yes No

If yes, please give dates and position: _____

Have you ever applied for a position with Aalto Scientific Ltd. or a related company before? Yes No

If yes, please give dates and position: _____

Do you have any friends and/or relatives who work for Aalto Scientific Ltd. or a related company? Yes No

If yes, who: _____

How were you referred to us? _____

If referred by an employee, who: _____

Do you have any commitments to any other employer, such as a non-compete agreement, which may affect your employment with this Company, if hired? Yes No If yes, explain:

Please explain fully any gaps in your employment history. Be sure to account for all periods of time, including military service and any period of unemployment.

Please describe any other experience that you have which would be relevant to the job for which you are applying.

In answering the following two questions, do not include arrests or convictions that were sealed, eradicated, erased, annulled by a court, or expunged or impounded, or convictions that resulted in referral to a diversion program.

Have you ever plead no contest, nolo, or guilty to a crime, or been convicted of a crime? Yes No

Are any charges currently pending against you? Yes No

If you answered yes to any of the preceding questions, please give dates and details:

Answering "yes" to the above questions does not constitute an automatic bar to employment. The Company will consider the nature of the crime, its seriousness, the substantial relation to the position's functions and qualifications, the number of occurrences, the applicant's age at the time of the crime, the time elapsed since the crime, the applicant's entire work and educational history, employment references and recommendations, and the business necessity of any exclusion when required by state, local, or federal law.