

I hereby certify that I have not knowingly withheld any information that might adversely affect my initial chances for employment and that the answers given by me are true and correct. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery. I further understand that this application will remain active until the position I have applied to has been filled. After that time, if I desire further consideration, I will resubmit my application.

I hereby authorize ORB Innovations to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to the Company any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the Company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

I understand, where permissible under applicable state and local law, I may be subject to a pre-employment background check, drug test and/or medical examination after receiving a conditional offer of employment, and must meet the qualifications of the position, with or without reasonable accommodation, before being permitted to commence work with ORB Innovations. I understand that Riverside has a zero-tolerance policy regarding alcohol and drug use as prohibited by federal law, including marijuana. I understand that a separate disclosure and consent form will be provided to me prior to any background check, credit check, medical examination, or release of driving record.

I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the Company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the Company and that no promises or representations contrary to the foregoing are binding on the Company.