

Premier Electrical Staffing, LLC Hiring Policy

Premier Electrical Staffing reserves the right to evaluate all applicant's qualifications for positions based on all relevant criteria, including minimum and/or maximum years of experience and education, appropriate wage or salary history and/or expectations for the position sought, willingness to perform all duties assigned, skill level, attitude, demeanor and all other criteria deemed relevant.

Premier Electrical Staffing reserves the right to assess prior work experience and skill levels, and to confirm applicant's work references, education and licensure where applicable, and will require applicants to authorize and hold Premier Electrical Staffing and third parties harmless with respect to any such inquiries.

Premier Electrical Staffing requires that applicants and employees provide truthful responses to all employment-related inquiries, both written and verbal, and reserves the right to reject any applicant and terminate any employee for providing false or misleading employment-related information, or omitting relevant information, or providing extraneous or unsolicited information. Failure to provide complete and accurate responses to all questions, without material omission, providing extraneous or unsolicited information, or failing otherwise to cooperate in Premier Electrical Staffing's administration of its hiring policy or other policies, will disqualify applicants from consideration for employment with Premier Electrical Staffing, and may result in termination if employed, no matter when these violations are discovered.

Premier Electrical Staffing will receive and process applications and hire employees only when, in its sole judgment, its business needs and circumstances dictate. Since business needs and circumstances change, Premier Electrical Staffing may discontinue hiring after soliciting or advertising for applicants. If Premier Electrical Staffing receives applications for employment or has applications in progress when it decides not to hire, no action will be taken on the applications. Premier Electrical Staffing will provide no information to applicants during or after its processing of applications, other than notice that they have been hired if and when they have been hired.

Premier Electrical Staffing reserves the right to terminate any employee who formerly was employed with Premier Electrical Staffing and who was inadvertently rehired, despite his or her ineligibility for rehire, and to decline to consider any similarly ineligible applicant.

Premier Electrical Staffing requires that applicants and employees be available for all scheduled work during the week, be free of any competing or conflicting employment, or any other limitations on their availability for work, and perform all duties assigned, unless superseded by federal or state laws.

Premier Electrical Staffing will not accept photocopied applications from other locations, as our application process is completed in face to face interviews (under unique circumstances interviews may be conducted via telephone). Confirmation of offers of employment will be made only by Premier Electrical Staffing's main office.

Premier Electrical Staffing reserves the right not to recall, reemploy, reinstate, or consider applications from former employees who are in a 'Not Eligible for Rehire (NER)' status due to having resigned their employment without notice, were terminated for cause or otherwise discharged in a manner other than in good standing. Employees who declined or failed to respond to an employment recall, reemployment or reinstatement offer shall be considered to have voluntarily resigned and placed in an NER status for further assignments.

Premier Electrical Staffing reserves the right to assign and reassign all applicants and employees to any and all duties within its sole discretion and irrespective of the initial terms of employment or of applicants' or employees' experience, education, licensing, job title or description, prior trade or occupation of normal duties. Hiring decisions shall be made by Premier Electrical Staffing in its sole discretion.

Premier Electrical Staffing may change or vary the policies or procedures in this Hiring Policy either generally or in conjunction with a particular project, at any time, in its sole discretion, if its business needs and circumstances require such changes or variations.

Premier Electrical Staffing is an at-will Employer and reserves the right to terminate employees for any reason with or without cause, notice, or prior discipline or warnings at any time, in its sole discretion, just as employees reserve the right to terminate their own employment for any reason, with or without notice, cause or prior discipline or warning. This paragraph may be superseded, if applicable, by state law.

In order to prevent disruption of Premier Electrical Staffing's operations and provision of services, violations of safety, insurance and customer requirements, and harassment of employees, the following rules apply to verbal solicitation and distribution of materials (written, graphic, audio or video):

Distribution of non-work-related materials of any kind will not be permitted in any work areas at any time.

In non-work areas, any solicitation or distribution of any kind is prohibited by or to employees who are scheduled to be working at that time. [Work time is defined as to not include lunch or authorized breaks.]

Any employee who violates or fails to report a violation of this hiring policy or other employer policies will be subject to immediate disciplinary action, up to and including discharge, and any applicant failing to do so will be ineligible for further consideration for employment.