



Employee Conduct

In order to avoid possible misunderstandings with regard to on-the-job conduct of our employees, the following is provided for your personal file and prior to accepting a job offer by the Firm.

The image we present to our customers is important to us; along with the quality of our work and our service policy it will be determinant in our continued working relationship with that for EZ Electric on the jobsite:

- Shirts must be worn while on the jobsite.
- No alcohol of any nature will be allowed on the jobsite in the possession of EZ Electric employees. This means no consumption after work hours on the jobsite either. You must go somewhere else and socialize.
- No drugs or any other illegal substances will be tolerated in any manner whatsoever at any time at any place. The Company reserves the right to drug test those employees who suffer work related injuries that require medical treatment. An employee under the influence of narcotics, drugs, alcohol, or controlled substances while at work is an employee that is potentially unsafe to themselves and others with whom they work.
- We expect all employees to present a clean, professional image not only physically but in their language as well.
- Any other conduct that is detrimental to the long range image of EZ Electric will be brought to the attention of the individual involved; we expect immediate correction.

We will give you fair warning of any alleged violation and time to amend the infraction. Remember, your employment is “at will.” You may terminate that employment at any time. EZ Electric also reserves its rights to arbitrarily terminate your employment.

Print Name: _____ Date: _____

Signature: _____

If employee is filling out electronic documentation:

By checking this box I _____ acknowledge that I have read the above and in lieu of a “wet” signature, I am electronically signing this document.