
NEW EMPLOYEE CONTRACT

Dear Employee,

We would like to take this opportunity to welcome you to the company. Before beginning your employment with us we would like you to read this contract, and if in agreement, place your signature in the space provided at the end of the contract.

PART I.

Due to severe consequences of internal theft (closing of a store) we regret to inform you of the necessity of having the right to inspect all employee handbags when an employee leaves the store, or at any other time deemed necessary. All handbags must be small, as outlined in the Employee Rules Book. In regard to book bags of employees coming directly from school to work; they must be kept locked in the Manager's Office until that employee leaves at the end of their shift. In addition, the company (Alko/Gallo-ETAL) reserves the right to do, as a condition of employment and as continuation of employment, drug and/or alcohol testing, either individually or as a group should the need arise. We also reserve the right to conduct background investigations, including, but not limited to, criminal and/or credit checks as well as further references at any time, commencing with, or, after employment and reserve the right to terminate your employment should these checks indicate you have misrepresented yourself.

PART II.

I have read this contract, the Company Policy Statement, and the New Employee Booklet. I understand the importance of the goals stated in the policy statement, and I am in agreement with them. I have read the policies and rules in the handbook and I understand them, particularly the section that explains that customer service is the number one deterrent to shoplifting.

PART III.

I hereby authorize, Alko/Gallo-Etal, to require their designated agent to obtain blood and/or urine from me, to have tests performed to determine alcohol and/or drug content and for that agent to send a report of my examination to Alko/Gallo-Etal. I fully release the appointed Alko/Gallo-Etal agent from all claims and damages in connection with furnishing the report to Alko/Gallo-Etal. I understand that this release covers all pre-employment, for cause, and random testing.

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Manager's Signature: _____ Date: _____

New Employee Signature: _____ Date: _____