

### **OPTIMIZE HIRE TERMS AND CONDITIONS**

I acknowledge by my submission of this online Application my voluntary consent to provide the information contained in the Application and to participate in the accompanying Assessment as a condition of potential employment. I acknowledge that should I fail to complete the mandatory portions of the Assessment that I may be disqualified from potential employment in the sole discretion of the potential employer. I understand that the Application itself, and all information contained therein, will be provided to the potential employer, and that this information is collected and analyzed in conjunction with consideration of employment. By my submission of this online Application I authorize the site administrator to share the Application with the potential employer. I understand that my individual responses to the Assessment will be deemed and maintained as confidential by the site administrator of the Assessment and will not be shared with the potential employer.

Where lawful, I authorize the potential employer to seek a background check, including any review of criminal convictions in accordance with applicable law(s). I certify that I am over the age of eighteen (18) and that all statements I have made in my response to this online Application and Assessment are true and complete to the best of my knowledge and that I have withheld nothing that if disclosed, would affect this Application unfavorably. I understand that the employer will thoroughly investigate my work and personal history and verify all information provided by me in this Application. I authorize all individuals, schools, and companies and former employers named in this Application to provide any information requested about me, and I release them from all liability for damage in providing this information. I understand that it is not the purpose of this Assessment to identify any disability that I may have and that pre-employment screening and testing activities are conducted in compliance with ADA, Ontario Human Rights Commission or other enforcement agency requirements, as applicable.

Applicants who need reasonable accommodations should immediately inform the potential employer. Applicants for employment with a sealed record on file with the Massachusetts Commissioner of probation may answer "no record" with respect to an inquiry herein relative to prior arrests, criminal court appearances or convictions, criminal court appearances or all cases of delinquency or as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution. Applicants residing in Oregon will be further advised in accordance with state law of his/her rights by employer should criminal record information be sought by the employer.

For those applicants of Canadian domicile, no background check will be initiated in connection with this submission or otherwise other than in compliance with applicable law.