



## Terms and Conditions of Employment Application

Multiquip Inc. is an equal opportunity employer. Multiquip Inc. does not discriminate in employment on account of race, color, religious beliefs, national origin, citizenship status, ancestry, age, sex (including pregnancy), gender identity or expression, sexual orientation, marital status, physical or mental disability, military status, genetic information, or any other basis protected by federal, state and/or local fair employment laws.

I understand that neither the completion of this application nor any other part of my consideration for employment establishes any obligation for Multiquip Inc. to hire me. If I am hired, I acknowledge that employment with Multiquip Inc. is "at-will," meaning either Multiquip Inc. or I may terminate the employment relationship at any time, for any reason, with or without cause, and without prior notice. This "at-will" status can only be modified through a written agreement signed by both me and the Vice President of Human Resources.

I understand that, where permitted by applicable state and local laws, I may be required to undergo a pre-employment drug test following a conditional offer of employment. I must have a negative result for illegal drug use before being allowed to start work with Multiquip Inc. Additionally, where permitted by law, I may be required to undergo a pre-employment medical examination to ensure that I meet the qualifications for the position, with or without reasonable accommodation. I may also be subject to a pre-employment background check to assess my criminal history and other relevant matters related to my suitability for employment. Multiquip Inc. may use a third-party vendor to compile and process the information I provide in this application during the hiring process. I release Multiquip Inc., any third-party vendors, and any individuals involved from all claims and liabilities related to the investigation of the information provided on my application or its electronic compilation or processing.

I understand that employment with Multiquip Inc. is contingent upon providing sufficient documentation to establish my identity and eligibility to work in the United States.

If employed, I understand that I may be required to sign confidentiality, non-disclosure, non-solicitation, and/or other similar agreements as a condition of employment. I also agree to inform Multiquip during the pre-employment process of any such agreements I have previously entered into with current or former employers.

If employed, I understand that I will be required to agree to and sign an arbitration agreement that governs the resolution of any disputes arising out of or related to my employment.

I attest that the information provided in this application is true, complete, and accurate. I understand that providing false information or concealing material facts may result in the denial of employment or immediate dismissal, if employed.

### Privacy Notice

Multiquip collects, uses, shares, discloses, and retains your personal information to establish, manage, terminate, or otherwise administer the employment relationship. Your personal information may be used for purposes such as identifying and communicating job opportunities, corresponding with you during the application process or employment, conducting internal administration, and fulfilling legal obligations. Multiquip will handle your personal information in compliance with applicable laws. Please note that your personal information may be disclosed to third parties, including service providers who assist with the recruitment or employment process. By providing your personal information, you consent to its collection, use, sharing, disclosure, and retention for these purposes. Please refer to the [Data Privacy and Collection Notice](#) for more information. If you have any privacy-related questions or concerns, please contact [privacyrequest@multiquip.com](mailto:privacyrequest@multiquip.com)