

EDUCATION

	NAME & LOCATION OF SCHOOL	NUMBER OF YEARS ATTENDED	DID YOU GRADUATE?	SUBJECTS STUDIED
GRAMMAR SCHOOL				
HIGH SCHOOL				
COLLEGE				
TRADE, BUSINESS, OR CORRESPONDENCE				
SUBJECTS OF SPECIAL STUDY OR RESEARCH				

REFERENCES

NAME	ADDRESS	PHONE	YEARS ACQUAINTED

IN CASE OF EMERGENCY NOTIFY:

NAME ADDRESS PHONE NUMBER

INSTRUCTIONS

After completing your application, save it on your computer. Click "Apply Now" on the Imperial Employment page. This will create an email message to the Imperial human resources department. Attach and send your completed application. You can also attach a cover letter, resume, and if applicable, work samples. PDF, doc, and docx files are allowed. Alternatively, you can email these documents to ABalahoski@imperialcrs.com. Include your name and desired position in the subject line.

READ CAREFULLY: TERMS OF EMPLOYMENT

By submitting your information, you are agreeing to these terms of employment.

I agree that my employment with the Company will be at will and may be terminated by me or the Company at any time, with or without cause. I understand that my continued employment with the Company is not guaranteed in any way, or for any term and that any contrary promises I may have received prior to my employment are null and void. I agree that I am not relying on any such promises concerning the nature, scope or duration of my employment in accepting employment with the Company. I agree that no one other than the President or Executive Vice President of the Company in a written contract has any authority to limit the Company's right to terminate employment at will, or to offer employment other than on an at-will basis.

I agree that the contents of any office, locker, or desk, or equipment or other Company property I may use, and any of my own property I bring onto the Company's premises (including, without limitation, cars, packages, and purses), may be inspected by the Company at any time, and I waive any claims against the Company or its agents relating to such inspection.

I agree that I will not disclose to anyone or use for my own purposes any of the Company's confidential or proprietary information, either during or after my employment, except at the request and for the benefit of the Company. I agree that information about the Company's customers, vendors, sources of supply, pricing, costs, and other financial information, products, services, methods of operation, marketing, engineering methods, production, and the like is confidential and proprietary information that belongs to the Company. If my employment with the Company ends, I will not retain any copies or summaries of any such information, but will promptly return all such information to the Company. I also agree that I will disclose and assign to the Company any invention, design, or process that I conceive or develop while employed by the Company relating to the Company's business or to any product or service offered or being developed by the Company, and that all such inventions, designs, or processes belong to the Company.

I agree to submit to physical examinations permitted by law before and during my employment, at the request and expense of the Company, and I agree to disclose all information lawfully requested at such examinations about my physical and mental condition and medical history. I

also agree that before and during my employment, at the request and expense of the Company, I will cooperate in such lawful tests (including blood, urine, or other testing) as the Company requests to check for drugs or alcohol in my system. I waive any claims against the Company or its agents or any testing agency retained by the Company or its agents relating to any such testing, or from lawful decisions made regarding my employment or termination of employment based upon the results of such testing or analysis.

I agree that except as prohibited by statute, the Company may, during or after my employment, disclose or discuss any information or opinions relating to me or my employment to employees of the Company or third parties. I waive written or other notice of any such disclosure, including disclosure of disciplinary matters, and I waive any claims against the Company or its agents relating to any such disclosure or discussion.

I agree that I will not commence any action or lawsuit relating to my employment with the Company, or the termination of my employment, more than 6 months after the termination of my employment, and I agree to waive any statute of limitations to the contrary. I understand that this means that even if the law would give me the right to wait a longer time to make a claim, I am freely and knowingly waiving that right, and that any claims not brought within 6 months after my employment ends will be barred. I waive any right to a jury trial if I ever sue the Company relating to my employment with the Company. I understand that this means that even if the law would give me the right to have a jury decide my claims, I am freely and knowingly waiving that right and agree to have my claims heard and decided by a judge instead.

I agree to the above terms of employment. I agree that if any of the above terms are ever found to be legally unenforceable as written, such invalidity will not affect the validity of the rest of this agreement, and such term shall be limited to allow its enforcement as far as legally possible. I agree that no one other than the Chief Executive Officer of the Company, by a written directive, has any authority to modify the above terms of employment, or to make any exception to them, or to offer employment on any other terms.

I agree that I will be bound by and will adhere to any other rules and policies issued by the Company, including all rules and policies contained in the Company's employee handbook.

Reference above to the Company includes its present and future parent and affiliated companies.

READ CAREFULLY: AUTHORIZATION AND WAIVER

By submitting your information, you are agreeing to this authorization and waiver.

I authorize and request my former employers, references, educational institutions, and any credit agencies or reporting services that have information about me to give IMPERIAL CLINICAL RESEARCH SERVICES, LLC (the "Company") any information and opinions about me in their possession and which may lawfully be disclosed. I hereby waive written notice of such release of information and opinions, and I release such former employers, references, educational institutions, and credit agencies or reporting services from any liability or claim relating to such release of information and opinions. I also authorize and request federal, state, and local governmental agencies to release to the Company any information requested concerning any criminal convictions on my record. A photocopy of this signed authorization and waiver will be valid as an original.

READ CAREFULLY: NOTICE

By submitting your information, you are agreeing to this notice.

When you sign your application for employment with IMPERIAL CLINICAL RESEARCH SERVICES, INC. (the "Company"), you agree that:

- The Company may obtain a consumer credit report about you in connection with your application for employment.
- If you become an employee of the Company, the Company may from time to time obtain a consumer credit report about you.

If your application is denied on the basis of information contained in a consumer credit report, or if an adverse action is taken against you regarding your employment based on information contained in a consumer credit report, a copy of the report and a description of your rights under the Fair Credit Reporting Act will be provided to you.

This notice is provided under the Fair Credit Reporting Act.