



### Applicant Confirmations

**Applicant:** Please read these statements carefully and check the appropriate box on your application form if you agree to the items listed below.

1. I authorize the investigation of all statements contained in this application and release from all liability any persons or employers supplying such information, and I also release the company from all liability that might result from making the investigation.
2. I certify that the facts and information set forth in this application are true and complete to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of facts on this application (or on any required documents) will be cause for denial of employment or immediate termination of employment, regardless of when or how discovered.
3. I agree, if I am offered and accept a position, to conform to all existing and future Foundation rules and regulations and I understand that the Foundation reserves the right to change wages, hours and working conditions as deemed necessary. ***I ALSO UNDERSTAND THAT, IF HIRED, MY EMPLOYMENT WILL BE AT-WILL, MEANING THAT EITHER PARTY CAN END THE EMPLOYMENT RELATIONSHIP AT ANY TIME AND FOR ANY OR NO REASON.***
4. I understand that any employment offer is contingent upon my providing, within three (3) working days of employment, valid proof of identity and eligibility to work in order to comply with the Immigration Reform and Control Act of 1986.
5. Spartanburg County Foundation provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, age, sex, pregnancy (or medical needs arising from, or related to, pregnancy or childbirth), national origin, citizenship, disability, genetic information, veteran status, sexual orientation, gender identity, or any other characteristic protected by federal, state, or local laws. The Foundation strictly prohibits unlawful discrimination and harassment of any type. This policy applies to all terms and conditions of employment, including (but not limited to) recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.
6. I understand that Spartanburg County Foundation has a Drug and Alcohol Policy that provides for pre-employment testing. Consent to and compliance to such Policy is a condition of my employment. Spartanburg County Foundation requires associates to submit to a drug and/or alcohol test in the event of work-related accidents, injury, or other circumstances. Failure to submit to or pass a drug or alcohol test will be grounds for immediate dismissal.
7. I understand that my employment with Spartanburg County Foundation is contingent upon passing the background investigation. If the outcome is unfavorable, employment will be rescinded and/or terminated.
8. I have read and reviewed the information provided in this application and the above statements. By signing this application for employment, I certify that I have read, understand, and will comply with all parts of it and have answered all questions completely and fully.