



Pre-employment Agreement

RCC WESTERN STORES, INC. is an equal Opportunity Employer and considers all applicants for employment without regard to individual personal characteristics as protected under state or federal law. **RCCWESTERN STORES, INC.** strives to comply with applicable state and local laws prohibiting discrimination in employment in every jurisdiction in which it maintains facilities. **RCC WESTERN STORES, INC.** also provides "reasonable accommodations" to qualified individuals with disabilities, in accordance with the Americans With Disabilities Act and applicable state and local laws.

Federal laws require that employers hire only individuals who are authorized to be lawfully employed in the United States. In compliance with such laws, all offers of employment are subject to verification of the applicant's identity and employment authorization, and it will be necessary for you to submit such documents as are required by law to verify your identification and employment authorization upon employment.

PREEMPLOYMENT STATEMENT - (Read this statement carefully, you must sign it before being considered for employment with our Company) I undersign and agree that:

1) The information that I have provided on this application is true and complete to the best of my knowledge. Any misrepresentation or omission of any fact in my application, resume, or any other materials, or during any interviews, can be justified of refusal of employment, or, if employed, termination from **RCC WESTERN STORES, INC.'s** employ.

2) Any offer of employment I may receive from **RCC WESTERN STORES, INC.** is contingent upon my successful completion of the Company's total pre-employment screening process, including the Company's receiving references that it considers satisfactory, and my satisfactory completion of any post-offer pre-employment testing or medical examination that the Company may require. I also agree, if employed, to submit to further testing or medical examination at any time at the Company's request. I hereby consent to having the results of any post-offer pre-employment testing or post-employment testing or medical exams I may be required to take disclosed to **RCC WESTERN STORES, INC.**

3) I understand that as a condition of employment, I may be required to undergo and successfully pass a screening for alcohol and/or drugs. I also understand and agree that, if employed, I may be required to submit to an alcohol or drug screening at any time at the discretion of **RCC WESTERN STORES, INC.** I hereby consent to having the results of any such alcohol or drug screening I may be required to undergo disclosed to **RCC WESTERN STORES, INC.** I also acknowledge that as a condition of employment, the Company imposes a non-compete restriction on all current and former employees and I will be subject to a non-compete agreement.

4) In processing my application for hire, continued employment or promotion, the Company may verify all the information provided by me, or may procure or have prepared a consumer or investigative consumer report for this purpose concerning my prior employment, military record, education, character, general reputation, personal characteristics, criminal record, and mode of living. I understand that upon written request to the Company, I may be informed whether an investigative consumer report was requested and given information as to the nature and scope of this investigation and receive a copy of that consumer (credit) report.

5) I authorize and request that all of my present and former employers and former employers and those individuals I have listed as personal references furnish information that my employment record, including a statement of the reason for the termination of employment, work performance, abilities, and other qualities pertinent to my qualifications for employment, hereby releasing them from any and all liability for damages arising from furnishing the requested information.

6) In consideration of my employment, I agree to comply with the policies, rules, regulation, and procedures of the Company and understand that my employment and compensation can be terminated with or without cause or notice, at any time, at the option of either the Company or me. I further understand that no manager or representative of the Company, other than the President or Executive Vice President has the authority to enter into any agreement with me for employment for any specified period of time or to make any agreement different from or contrary to the foregoing. I further understand that any such agreement, if made, shall not be enforceable unless it is in writing and signed by me and the individuals designated above. Employment with **RCC WESTERN STORES, INC.** is on an "at-will" basis. NOTE: Applications will remain active for a limited time, typically 90 to 180 days.