



Manpower, Inc. of SE Michigan

231 Little Lake Drive
Ann Arbor, MI • 734-665-3757

1122 South Telegraph Road
Monroe, MI • 734-241-2040

www.manpowermi.com

Associate Acknowledgments (for Manpower Candidates and Associates)

1. I understand and agree that I am responsible for submitting, in a timely manner, a complete, authorized, and valid timeslip for work completed. Manpower will not process timeslips that are incomplete or do not include a valid customer authorization. Submission of an invalid timeslip will be considered fraud and will result in my immediate termination. In the event Manpower pays me any money in error, I understand I will be legally obligated to repay any amounts paid in error. I hereby give Manpower permission to deduct payments from any compensation due them and owed by me in repayment, as permitted under state law. If a state law requires specific authorization at the time the deduction is made, I understand I may repay any amounts owed by voluntarily signing a payroll deduction authorization or making other arrangements for repayment.

2. I will be given safety rules, policies, and guidelines while on assignment for Manpower. I agree to abide by any safety regulations communicated to me. I understand that violating these rules could endanger others or me. If I do not abide by these rules, my employment may be terminated. Sleeping on the job is considered a safety hazard and will result in my immediate termination.

3. While on a temporary assignment, I will comply with the rules and regulations of the company to which I am assigned and understand that failure to do so will result in my termination. Manpower is strictly a temporary employer and Manpower neither offers nor guarantees permanent employment. Any infraction of the conditions of employment may result in Manpower exercising its prerogative to terminate my assignment and/or employment. Manpower is an at-will employer and may terminate any assignment or my employment at any time, for any reason, with or without notice, with or without cause. I understand and agree that no oral statement will alter this at-will condition of my employment with Manpower. This paragraph three (3) of this Acknowledgment supersedes any inconsistent written or oral statement or statements not contained in a written agreement signed by the president, and myself which specifically references an agreement on terms other than at-will employment.

4. Manpower's customers, affiliates, suppliers, subcontractors, and/or other Manpower entities may, on occasion, require information contained in any document associated with my employment with Manpower, including my social security number. I grant Manpower permission to share this information. This permission shall not apply to medical records or other records to which the privacy provisions of the Health Insurance Portability and Accountability Act (HIPAA) apply. In addition, Manpower will comply with all applicable Federal or State laws concerning privacy of social security numbers. For more information regarding Manpower's privacy practices, please request a Manpower Privacy Notice for U.S. Residents or visit our website at us.manpower.com/privacy.

5. I understand and agree that any and all discoveries, inventions (including, but not limited to, improvements or modifications), literary, or other works relating to the work I perform while on assignment or suggested by matters disclosed in conjunction with my assignment, whether or not patentable, copyrightable, or otherwise subject to registration or protection which are made or conceived by me, solely or jointly with others, are works made for hire and shall be the property of Manpower or its designee. I agree to provide Manpower or its designee with a complete written disclosure of each invention, discovery, literary, or other work and further agree to sign necessary documents and give Manpower or its designee all other reasonable assistance necessary to perfect and maintain whatever rights Manpower or its designee deem appropriate, without charge to Manpower or its designee but without expense to myself.



Manpower®

*Associate Acknowledgments
All Manpower Candidates and Associates*

6. Manpower may transfer my employment records between offices, whether branch or franchise owned, based on my request, my relocation, or any other business factor. Upon transferring my employment records to another branch or franchise, I may be required to complete the other branch or franchise application paperwork, as the other branch or franchise may be a different employer than Manpower, Inc. of Southeastern Michigan.

7. I hereby certify that the information provided in my application is true and correct. I understand that my employment may be terminated immediately upon discovery that any information is false.