

Probationary Period Policy

Intent

The probationary period for First Choice Electrical and Security Services LLC new employees generally lasts for 90 days from the date of hire but can vary depending on the complexity of the job. All new hires must undergo a probationary period. If the Company, in its sole discretion, determines the probationary employee is not suitable, then the employment relationship will be terminated, with no notice or compensation in lieu of notice.

Policy

During the probationary period, First Choice Electrical and Security Services LLC will evaluate the new hire's qualifications, skills, attendance record and "fit" within our Company. The probationary period also gives new hires the opportunity to decide if First Choice Electrical and Security Services LLC is a place, they feel comfortable and would like to work.

The given time frame of 90 days does not constitute an obligation on the part of the Company to retain the employee until the end of the probationary period. This period involves closer and more frequent performance evaluations than that given to regular employees. During this time or at any time of employment, the Company or the employee may terminate the working relationship without cause and/or without advance notice, except as prescribed by law.

At the end of the probationary period, if the employee has not been available to work the full probationary period or work performance has not met expectations, the length of the probation may be extended by the Company at its sole discretion.

Upon satisfactory completion of the probationary period, the employee will achieve a regular employee status and as such, will be eligible for most of our benefits (exceptions would be benefits that have a specific waiting period).

If the probationary period is greater than 90 days, the employee will begin to receive Company benefits after the first 90 days of probation. The employee will now be expected to meet and maintain Company standards for job performance and behaviour.

Your employment with the Company is considered at-will employment. This means First Choice may terminate an employee for any reason (without cause) while also allowing an employee to quit at any time. The term "at-will" or "without cause" means to terminate an employee for any reason other than disability, sexual or racial discrimination, retaliatory, or violation of public policy.

Acknowledgement & Agreement

I, _____, acknowledge that I have read and understand the Probationary Period Policy of First Choice Electrical and Security Services LLC. Further, I agree to adhere to this Policy and will ensure that employees working under my direction adhere to these guiding principles. I understand that if I violate the rules/procedures outlined in this Policy, I may face corrective action, up to and including termination of employment.

Name: _____

Signature: _____

Date: _____

Witness: _____