



Pre-Employment Agreement

Applicant's Name

The purpose of this document is to discuss a few different aspects and some of the requirements of working for Mineral Area Pro Wash. We want to create a positive image within the community. Please feel free to ask questions or for clarification on any points if you think you would be a good fit for MAPW.

Please make a copy of this for your personal records, completing a job application shows acceptance of this agreement.

GROOMING STANDARDS

1. Grooming is an important part of making a good first impression on a client. We are in the image business and we believe that our clients care about how things look. We want our clients to feel comfortable with their technician. If you make a good first impression, the homeowner is more likely to trust you and your work. Our general guidelines for hair are short and clean-cut looking. Hair off the collar and the ear is advisable. A beard that is maintained and neatly trimmed can be a beautiful thing.
2. Pierced body parts, tongue, face etc. Are not allowed.
3. Clean. We work a physical job. Shower every day. Clean hair. Use deodorant. A fresh washed shirt (carry and extra shirt and deodorant to use during the day in hot weather) are all absolutely necessary to be accepted on most job sites. We provide the shirts.
4. Visible tattoos on neck or face must be covered while working.

TEAMWORK

It is important that we all work together as a team. On occasion, you may be asked to perform non-washing related tasks based on need, your qualifications and manager discretion. Tasks may include sales, cleaning of office or work space, maintenance on tools and equipment or anything and everything needed to run a business.

SMOKING

Smoking is never allowed when the client is present, or while completing a job. We prefer you smoke between jobs, if it is a longer job and the homeowner is not around you may smoke at the truck.

DRUG TESTING

Understand that drug testing may be a part of my employment if you are hired.

NON-COMPETE AGREEMENT

Due to the investment in training in the competitive nature of our industry, on orientation day you'll be asked to sign a Non-Compete and Confidentiality Agreement. It states that you will not start your own pressure washing or roof cleaning business, work for another company, sell accounts for another company, etc. in the areas that we work in, during the time you are employed by us in for a minimum period of two years afterwards.

WORKING WEEKENDS

We sometimes need to work evenings and weekends (but very rarely on Sunday), we will provide as much notice as possible.

WINTER WORK

Work can be very slow when temperatures are below freezing, when work slows to the point that you can no longer get sufficient hours we will "lay you off" so that you can draw unemployment benefits.