

EMPLOYMENT WAIVER

I understand and agree that:

This is an application for employment and in no way a contract. Job duties and hours may vary from the original preference.

Any withholding of information, making false statements or misrepresentation of fact on this application could result in rejection for employment, or, if employed, termination of employment.

A medical examination, as stipulated by PPR, is required for employment. Any offer of employment is contingent upon the results of the examination in consideration of the Americans with Disabilities Act guidelines.

I authorize PPR to investigate my educational, driving record and criminal record, and I understand that an investigative consumer report may be prepared whereby information is obtained through personal interviews with neighbors, friends and others with whom I am acquainted.

I authorize and request the persons, schools, law enforcement agencies, and other organizations or employers named in this application (except as noted) to provide PPR with any relevant information that may concern employment. I understand that a criminal background check and pre-employment drug testing are part of the PPR employment process. I understand that the results of the criminal background check, pre-employment drug screen and health forms may be made available to PPR clients before starting an assignment as a PPR employee. I waive the right to review any references received.

Any offer of employment is contingent upon the results of the criminal background check and pre-employment drug testing. If at any time the issue of fitness for duty arises, I understand that I may be required to undergo additional drug and alcohol testing and/or provide a physician statement clearing me for duty. I grant my permission to have the results of these procedures released to PPR.

I further understand that PPR may contact my previous employers and I authorize those employers to disclose to PPR all records and other information pertinent to my employment with them. I also authorize PPR to provide truthful information concerning my employment with it to my future prospective employers and I agree to hold it harmless for providing such information.

I understand and voluntarily agree that if hired, I will complete all educational courses and take all tests necessary to keep all of my licenses, including drivers' license, and certifications current and valid, as required by PPR or local, state or federal law or regulation. I further agree to advise PPR if at any time my licenses or certifications become invalid or expire. I understand that failure to take such tests when required or requested or to keep my licenses, including drivers license, current and valid or to advise PPR that my licenses have expired or become invalid may result in my immediate dismissal.

Should a job offer be made, proof of employability and identification, as required by the Immigration Reform and Control Act of 1986, will be required prior to the first day of work.

I certify that all of the information that I provide on this application and in any interview will be true and accurate. I understand that if I am employed and any such information is later found to be false or misleading in any respect, I may be dismissed.

Privacy Statement

PPR is committed to safeguarding your online privacy, whether you are a nurse, technologist, administrator or general visitor to our website. As a result, we have made the commitment not to disclose any of your personal information to third parties without your consent (subject to the limited circumstances set forth below). Please read the following policy to understand how we collect personal information from you, use the information, and protect the information. Since this policy may change from time to time, we recommend that you refer to it regularly.

What information we collect about you and how we use it

Although we may collect certain information from you as discussed below, please be reassured of the following:

We will not disclose any of your personal information unless you authorize us to do so, except where needed to present you to a client or under the limited circumstances set forth below.

We will always give you the opportunity to correct your personal information at any time.

We will not disclose your application status without your authorization.

Personal Information given to us

There are various areas on our website where we have made it easier for you to voluntarily transfer personal information to us. We use this personal information only for the purpose specified at the time you fill in such information on our forms.

Information obtained through your use of our site

Aside from any information you may actively disclose to us, there is other, less obvious, information, which we may obtain. We may use such information for internal purposes such as determining which forms of advertising are most effective and which search engines are being used.

Aggregate Information

Our system automatically collects information about the areas visitors frequent on our website. We may use this aggregate information to understand what information is being viewed. Furthermore, we may share such aggregate statistical information with our partners, affiliates or other outside companies, but in doing so, it is not our practice to disclose any personal information. Some examples of how we aggregate such information are as follows:

Cookies: A piece of information sent by a Web server to a user's browser. (A Web server is the computer that "hosts" a website, and responds to requests from a user's browser.) Cookies may include information such as login or registration identification, user preferences, online "shopping cart" information, etc. The browser saves the information, and sends it back to the Web server whenever the browser returns to the Web site. The Web server may use the cookie to customize the display it sends to the user, or it may keep track of the different pages within the site that the user accesses. Browsers may be configured to alert the user when a cookie is being sent, or to refuse to accept cookies. Some sites, however, cannot be accessed unless the browser accepts cookies. Your browser is most likely set up to accept cookies automatically. If you would like to disable this feature you may do so by adjusting the options or preferences in your browser. However, by doing so, you will lose some of the conveniences of our Web pages.

IP Addresses: An identifier for a computer or device on a TCP/IP network. Networks using the TCP/IP protocol route messages based on the IP address of the destination. The format of an IP address is a 32-bit numeric address written as four numbers separated by periods. Each number can be zero to 255. For example, 1.160.10.240 could be an IP address. Within an isolated network, you can assign IP addresses at random as long as each one is unique. However, connecting a private network to the Internet requires using registered IP addresses (called Internet addresses) to avoid duplicates. However, we can and will use IP addresses to identify a user when we feel it is necessary to enforce compliance with our rules or terms of service or to protect our service, site, users or others.

Computer Information: We query your computer automatically for information about the computer or operating system you are using such as the baud rate of your modem or error messages you may have received. We may do so in order to fit our services to your individual needs and to diagnose problems you may be having with our website. We use a unique identifier in the form of a user ID to give you access to special areas of our website intended for registered users.

Other Information: We may require other information for tracking or verifying compliance with our policies, abiding by federal, state and local laws and for editorial and feedback solicitation purposes. In addition, from time to time, we may use your information for new, unanticipated uses, such as notification of new services, announcements and general communications. If our information practices materially change at some time in the future, we will post such change to the site before we use your data for these new purposes. If you are concerned about how your information is used, please periodically check this privacy policy.

How to change your information

We encourage you to correct and update information related to you. Upon your request, we will provide you with any personal information that we maintain about you and will make any appropriate changes you provide us.

When we may be forced to disclose

We may disclose user information in special cases when we believe in good faith that such disclosure is necessary to identify, contact or bring legal action against someone who may be causing injury to or interference with (either intentionally or unintentionally) our rights or property or the rights or property of our users or others. We also may disclose user information when we believe in good faith that the law requires it. Finally, in the event of a merger, sale of all or substantially all of PPR's assets or a consolidation we reserve the right to transfer such personal information to a third party who agrees to abide by this Privacy Policy and use such personal information only for the purposes it was originally provided.

Opting Out

If at any time you object to our use of your personal information, including use of your email address, you may stop that use by email request to unsubscribe@thirteenweeks.com

Links to other sites

Linking to other sites is an integral part of the functionality of the Internet and therefore of our site. Any link to a page which displays a URL of a non-Thirteen Weeks site in the address window of your browser or which indicates that it is "powered by" an entity other than Thirteen Weeks is a link to a site outside of our service. This includes links to any partners that may link to Thirteen Weeks or are part of a co-branding or partnership agreement, as well as other suggested links or links our users may post. These other sites may send their own cookies to you, collect data, or solicit personal information. Please note that we cannot guarantee and are not responsible for the content of outside sites.

Specifically, we provide links to third party websites that offer licensure help, healthcare benefits, and other healthcare related topics. Enrollment to such sites is completely optional and at your discretion. You should be aware that such third parties may request and record registration information about you. We cannot guarantee your privacy on such other websites and do not have control over their privacy policies or content. We urge you to review carefully the privacy policy of any such third party provider prior to registering for a continuing education course to determine how your personal information will be used. Your correspondence or business dealings with any third party providers, including payment and delivery of goods or services, and any other terms, conditions, warranties or representations associated with such dealings, are solely between you and such providers.

Security

The importance of security is a top priority for us. We exercise great care in providing secure transmission of your information from your Internet connection to our servers. We also take great care to protect user-information off-line. Only authorized personnel handle your data and our database servers have a backup system to prevent loss of data. Unfortunately, no data transmission over the Internet can be guaranteed to be 100% secure and we will not be held liable should a third party illegally obtain your personal information. While we have made a great effort to protect your personal information, we cannot ensure or warrant the security of any information you transmit to us, and you do so at your own risk.

Our policy does not extend to anything that is inherent in the operation of the Internet, and therefore beyond our control, and is not to be applied in any manner contrary to applicable law or governmental regulation.

Acceptance of Terms

By using this site, you signify your consent to Thirteen Weeks' privacy policy and the terms of use. If you do not agree with this policy and these terms, please refrain from using our site. Your continued use of the Thirteen Weeks site following a reasonable notice of changes to our privacy policy or terms of use will mean you accept the changes.