

Equal Opportunity Employer

It is the policy of M&M Staffing LLC to afford equal opportunity to all individuals regardless of race, color, religion, sex, age, national origin, disability or veteran status. Our objective is equal opportunity for all.

Drug Testing

Some of our clients require a drug screen prior to beginning an assignment. Should it be necessary, M&M Staffing LLC will charge you the cost of \$28,00 per screen. M&M Staffing LLC maintains the right to screen any employee at anytime for suspicion of the use of drugs or alcohol. Should you test positive for drugs and/or alcohol, you will immediately be terminated from M&M Staffing LLC.

End of Assignment

You must call M&M Staffing LLC immediately at the end of an assignment. This allows us to find you another suitable assignment. Failure to contact M&M Staffing LLC will be considered a voluntary quit and we will list you as unavailable for work.

General Safety Rules

M&M Staffing LLC has developed these safety rules patterned after the Federal OSHA requirements. Read and become familiar with these rule, and other safety rules that apply to your job.

- 1 Report an injury to your employer/supervisor immediately.
- 2 Report any observed unsafe condition to your employer/supervisor.
- 3 Horseplay is prohibited at all times
- 4 The drinking of alcoholic beverages is not permitted on the job. Any employees discovered under the influence of alcohol or drugs will not be permitted to work.
- 5 If you do not have current first aid training, do not move or treat an injured person unless there is an immediate peril, such as profuse bleeding or stoppage of breathing.
- 6 Appropriate clothing and footwear must be worn on the job at all times.
- 7 Where there exists the hazard of falling objects, an approved hard hat must be worn.
- 8 You should not perform a task unless you are trained to do so and are aware of the hazards associated with that task.
- 9 You may be assigned certain personal protective safety equipment. This equipment should be available for use on

the job, be maintained in good condition and worn when required.

- 10 Learn safety work practices. When in doubt about performing a task safely, contact your supervisor for instruction and training.
- 11 The riding of a hoist hook, or on other equipment not designed for such purposes, is prohibited at all times.
- 12 Never remove or by-pass safety devises.
- 13 Do not approach operating machinery from the blind side; let the operator see you.
- 14 Learn where fire extinguishers and first aid kits are located.
- 15 Maintain a general condition of good housekeeping in all work areas at all times.
- 16 Obey all traffic regulations when operating vehicles on public highways.
- 17 When operating or riding in company vehicles or using your personal vehicle for business purposes, the vehicle's seat belt must be worn.
- 18 Be alert to hazards that could affect you and your fellow employees.
- 19 Obey safety signs and tags.
- 20 Always perform your assignment tasks in a safe and proper manner; do not take shortcuts. The taking of shortcuts and the ignoring of established safety rules is a leading cause of employee injury.

ACKNOWLEDGEMENT

I acknowledge receipts of the New Hire Orientation Guide for M & M Staffing, LLC and that I am responsible for reading and understanding the contents.

I understand that this New Hire Orientation Guide is not construed as a contract of employment for a specific period of time. I further understand that these policies may be changed or terminated at anytime by M & M Staffing, LLC with or without notice.

I understand that my failure to follow the policies and guidelines contained herein may result in corrective action, up to and including termination of employment.

Name (print)

Signature

M & M Staffing, LLC Representative

NEW HIRE ORIENTATION GUIDE



Supporting the Lowcountry

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Welcome Aboard

We want to congratulate you and say thank you for joining the M & M Staffing, LLC team! We hope that your employment is both successful and enjoyable. The following New Hire Orientation Guide should be used to answer any questions you may have in regards to your employment. The guide also outlines your responsibilities as an employee and the policies and procedures you must adhere to while on assignment for M & M Staffing, LLC. If you should ever have any questions or concerns while on assignment, please contact an M & M Staffing, LLC representative.

After the Interview

Now that you have completed your application and received an interview with one of our Account Representatives, you are now officially registered with M & M Staffing, LLC. Registration does not guarantee employment with M & M Staffing, LLC.

Once registered with M & M Staffing, LLC there are several things that you should do as a candidate. First, you must check in with your representative twice a week for employment. M & M Staffing, LLC needs you to check in so that we can include you on our availability list. Our availability list is updated daily and is the first place our recruiters check when an assignment is available.

We've got a job for you

Once registered and available for an assignment, a M & M Staffing, LLC representative will contact you when we have an appropriate assignment. When contacted, the M & M Staffing, LLC representative will give you the specifics of the job: the name of the company, location, the pay rate, the hours of work, and the length of assignment. If the job is accepted by you, then the recruiter will ask you to come into the M & M Staffing, LLC office for information. The M & M Staffing, LLC representative will give you a printout with all of the information for the assignment: directions, pay rate, name of supervisor, and dress code. You will also be given a timecard and shown how to fill it out.

Reporting to work

Your first day at your new job is one of the most important days you will have for success. Things you should remember on your first day of work:

- 1 Prior to your start day and/or time you should find the company. This ensures that you will know exactly where you are going and help ensure you will get there on time.

- 2 Arrive early your first day. The first day you will have to learn where to place your belongings, meet your supervisor, and be shown your job. All of these things take time and extra time should be planned so that you are prepared to work at the start of your designated shift time.
- 3 Work safely and ask any questions you do not understand about your work.
- 4 Be enthusiastic and energetic about your work! Supervisors will judge you based on how they perceive your performance.
- 5 Make certain that you record your hours worked according to that company's payroll procedures. If you need to punch a time clock, have your supervisor still sign your M & M Staffing, LLC timecard. All of this will effect how you are paid!

Job Related Problems

If you experience any problems on the job, contact M & M Staffing, LLC at the end of your shift. Do not leave or walk off the assignment for any reason. This will be considered a voluntary quit with M & M Staffing, LLC and can lead to you no longer being eligible for work with M & M Staffing, LLC. The M & M Staffing, LLC representatives are available to assist you with any job related problems. The representative will do everything possible to resolve the problem. However, if the assignment just isn't for you, then we will find a replacement and attempt to find you something else. We ask that you finish the day and give us at least a 2 day notice to find that replacement. Do not leave or walk off.

Getting Paid

Your weekly pay is based on your complete time reported to M & M Staffing, LLC. If your assignment requires you to hand in a time slip, it must arrive at our office no later than Monday 12:00pm, and signed by your supervisor. If it arrives later than Monday 12:00 noon, then you will be paid the following week. If the company you are working for faxes or sends your time, check with your supervisor at the end of the week to make sure your hours are recorded correctly and submitted. Payday at M & M Staffing, LLC is Friday from 8:00am – 5:00pm. This is the only time that checks will be handed out. Some of our companies have their checks delivered. Ask your recruiter if your company is one of them. You may also request to have your check mailed, but we can not guarantee the date of delivery.

Attendance

Good attendance, being on time is essential. If you are going to be late or cannot report to your assignment, call a M & M Staffing, LLC representative immediately. Our office has a 24 hour answering service that will record your information. When calling in please do the following:

- 1 Speak clearly and in a normal volume
- 2 Give your name, the name of the company you work for, the time you are to report, your phone number, reason you are not able to report and when you expect to return. We also ask that you try to contact the company directly. When hired you are given the company's procedures and are expected to follow them.

M & M Staffing, LLC understands that illnesses and emergencies do occur. However, excessive absenteeism and lateness will not be tolerated and will lead to termination. A doctor's note will be considered, but it is not necessarily an excuse. M & M Staffing, LLC will not tolerate any failure to call or report for your scheduled shift. If you are scheduled to work and fail to report or call, you will be considered a "no show/no call" and terminated from the assignment. If you do not report to the M & M Staffing, LLC office for three days, we will consider that you have voluntarily quit M & M Staffing, LLC and we will mark you inactive.

Injuries or Illness on the Job

If you are hurt or feel too ill to continue your work, report to your supervisor immediately. If it is an emergency or requires immediate medical attention, contact a representative at M & M Staffing, LLC immediately. All injuries requiring medical attention require a full accident investigation with an alcohol and drug test. Failure to comply with a drug test will be considered an admission of guilt and will be handled as such.