

**NUWAVE ELECTRIC LLC
TRIAL PERIOD**

Employee Name: _____

Date: _____ Hire Date: _____

NuWave Electric LLC (referred to as the “Company” throughout this Handbook) is pleased to have you join the Company. To ensure that you as an employee understand our business policies and practices, we are providing you with the following material. Once you have read and clearly understand these policies, we request that you sign the bottom of this form as proof of receipt of a copy of this document.

1) All employees of the Company are hired as employees-at-will. All new employees begin with the Company on a 90-day trial period. During this trial period, you will be evaluated as to your suitability for the job for which you were hired, your ability to perform the tasks presented to you, your personal demeanor and character, and for your interaction with other employees. Your 90-day trial period will end on _____, at which time you will be given a final evaluation for your trial period and a decision will be made as to whether an offer of full time employment will be extended to you.

2) Initially, you will be paid \$_____ per hour, before withholdings for federal, state and local taxes. As is standard with our Company, and as is stated below, you will be paid on the following basis for work performed in the previous period: Your paycheck will include a clear breakdown of withholdings.

3) Raises and bonuses for all employees are based strictly upon merit and Company profitability, and are offered solely upon the subjective decision of the management.

4) The rules and policies contained in the Company Handbook apply to trial period and full time employees alike. Trial period employees must comply with and abide by such rules and policies.

I have read the above and I clearly understand and agree to abide by each point so listed above.

Signature

Date: _____