

### CONDITIONAL JOB OFFER

1. In accordance with the Employer's obligation to assess the applicant's good moral character and suitability to work with vulnerable adults, this offer is conditioned upon successful completion of the Employer's reference checks, criminal history record check, driving record check, recipient rights reference check, and other procedures used to make this determination.
2. In accordance with the provisions of the Americans with Disabilities Act, D & M, Inc. (hereinafter D & M) is making a conditional job offer to \_\_\_\_\_, for the position of \_\_\_\_\_. The offer of employment is conditioned upon being deemed fit to perform duties described in your job description. If physician does not deem you fit to perform the job duties, then this conditional job offer of employment shall be withdrawn. This medical examination is given to all individuals in the position for which you have applied.
3. Such medical examination will be conducted at a medical facility selected by D & M and will be paid directly by D & M.
4. Any information gathered from this medical evaluation will be kept confidential and disclosed only as lawfully permitted, and maintained separate from your personnel file.
5. The medical examination will be related to the essential functions of the job for which you have applied and this conditional job offer.
6. If your medical condition warrants, we may ask you to apply to become certified as vocationally rehabilitated under Chapter 9 of the Michigan's Workers' Compensation Act.
7. If the medical evaluation is not completed within 10 days, then this conditional offer of employment shall be withdrawn.
8. D & M is an equal opportunity employer and it will not discriminate on the basis of race, sex, religion, national origin, marital status, age, weight, height, color, or handicap in the hiring of employees.
9. This conditional job offer does not alter in any way the at-will status of employment.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date