



EMPLOYMENT DISCLAIMER

PLEASE READ THIS AGREEMENT CAREFULLY—THIS IS A BINDING LEGAL AGREEMENT THAT AFFECTS YOUR RIGHTS.

I understand that consideration for employment is conditioned on the results of a reference and background check. I hereby authorize LAIKA, LLC. ("LAIKA") to investigate the truthfulness of all statements made on this application and any attachments to this application and to contact my former employers, other listed references or other persons who can verify information concerning this application, my background, and my suitability of employment.

I further authorize LAIKA to discuss the results of any investigation with all of its employees, agents, or representatives who are involved in the hiring process. I further authorize all contacted persons and former employers to provide information concerning this application, my background, and suitability of employment, and I release each such persons and former employers from liability for providing such information.

I certify that the information contained in this application and in any attachments to this application is correct to the best of my knowledge, and I understand that falsifications and/or omissions in any detail are grounds for disqualification from consideration for employment or, if hired, for dismissal from employment. I further understand that, if hired, my employment and compensation can be terminated, with or without cause, and with or without notice at any time, at the option of either myself or LAIKA.