

**NOTICE OF 90 DAY INTRODUCTORY-  
TRAINING PERIOD OF EMPLOYEMENT**

***I, \_\_\_\_\_, understand that as a condition of acceptance of employment with Biagi Bros., my employment will be based on an initial 90 day introductory/training period.***

***During these first 90 days of employment, Biagi Bros. will evaluate my work habits, attendance, and if applicable, my driving and freight handling skills.***

***If we find that you have progressed satisfactorily at the end of 90 days, your employment will be changed to that of "at will" basis without any fixed term. You would be eligible for employer paid health benefits the first day of the first month following your first 90 days of employment. The window period to join the 401 (k) plan is January or July after being employed continuously for 90 days.***

***As an "at will" employee, although we sincerely hope that your employment with Biagi Bros. will be long term and favorable, either you or the company may terminate this relationship at any time, for any reason, or for no reason, with or without cause or notice.***

***It is also understood that if during this initial 90 day period the employer is dissatisfied with your work, your employment may be terminated with or without written notice. It will be determined at that time if corrective training and instruction will be offered.***

**Date: \_\_\_\_\_**

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

\_\_\_\_\_  
**Employer**