

### **State and Local Employment Application Disclosures**

The below disclosures are provided to all applicants in accordance with applicable state and local laws.

<b><u>STATE</u></b>	<b><u>DISCLOSURE</u></b>
<b><u>Arizona</u></b>	Smoking is prohibited in all public places and places of employment within the state of Arizona, except as otherwise permitted under the law.
<b><u>Arkansas</u></b>	Smoking is prohibited in all public places and enclosed areas within places of employment. An individual, a person, an entity, or a business subject to the smoking prohibitions of this section shall not discriminate or retaliate in any manner against a person for making a complaint of a violation of this section or furnishing information concerning a violation to a person, an entity, or a business or to an enforcement authority.
<b><u>Georgia</u></b>	Smoking is prohibited in all enclosed areas within places of employment, including, but not limited to, common work areas, auditoriums, classrooms, conference and meeting rooms, private offices, elevators, hallways, medical facilities, cafeterias, employee lounges, stairs, restrooms, and all other enclosed facilities.
<b><u>Iowa</u></b>	Smoking is prohibited and a person shall not smoke in all enclosed areas within places of employment including but not limited to work areas, private offices, conference and meeting rooms, classrooms, auditoriums, employee lounges and cafeterias, hallways, medical facilities, restrooms, elevators, stairways and stairwells, and vehicles owned, leased, or provided by the employer unless otherwise provided under law.
<b><u>Maryland</u></b>	<b>UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A POLYGRAPH EXAMINATION OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.</b>
<b><u>Massachusetts</u></b>	It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.
<b><u>Michigan</u></b>	A person with a disability may allege a violation against a person regarding a failure to accommodate under Michigan law only if the person with a disability notifies the person in writing of the need for accommodation within 182 days after the date the person with a disability knew or reasonably should have known that an accommodation was needed.

<b><u>Montana</u></b>	The employment relationship is governed by the Wrongful Discharge from Employment Act, and the Company's probationary period is 18 months.
<b><u>Rhode Island</u></b>	<p>Regeneration is subject to chapters 29 — 38 of Title 28 of the General Laws of Rhode Island (i.e., the laws regarding workers' compensation). If you provide false information about your ability to perform the essential functions of the job, with or without accommodations, you may be barred from filing a claim under the provisions of the Workers' Compensation Act for the State of Rhode Island.</p> <p>Smoking shall be prohibited in all enclosed facilities within places of employment without exception. This includes common work areas, auditoriums, classrooms, conference and meeting rooms, private offices, elevators, hallways, medical facilities, cafeterias, employee lounges, stairs, restrooms, vehicles, and all other enclosed facilities.</p>
<b><u>Tennessee</u></b>	Smoking is prohibited in all enclosed public places within this state.