



**Plumino Precision Fermentation USA, Inc.**

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Do Not Sign unless you are  
invited to an onsite interview.

**QUALITY GUIDELINES**

Plumino is a **chemical manufacturing company** that produces a premium grade product used as an ingredient and API intermediate in **the food and pharmaceutical industry**. Our quality guidelines and the regulations we must follow are very strict.

Therefore, we want to make you aware of some of them should you decide to continue the recruiting process with our company. They do not apply to you as an applicant; however, you will be required to follow them strictly should employment be offered to you and you accept the employment offer. **We will verify** your work history, education (diploma or GED), social security history, and criminal background. For most positions, we do not verify financial credit history.

**Please understand that you must abide by these quality guidelines:**

\_\_\_\_\_ We follow **federal guidelines** in regards to marijuana. Therefore, it is considered an **illegal substance** whether you have a medical card or not. A positive test result will lead to a withdrawal of an offer or termination of employment when employed.

\_\_\_\_\_ Employees must start each day ready to work, including maintaining a **clean-shaven appearance**. Mustaches and short sideburns are the only facial hair allowed as designated by company safety policy.

\_\_\_\_\_ **No nicotine products** are allowed throughout the ENTIRE facility (including parking lots and break rooms). You will not be allowed to leave during break times to use nicotine products.

\_\_\_\_\_ **Steel toed boots** are provided by the company and must be worn and stored according to the company's safety boot policy. **Additional PPE** (hard hat, safety goggles, gloves, hearing protection, uniforms) are provided by the company and must be worn per company guidelines and safety policy.

\_\_\_\_\_ **Belts** with decorative studs, stones, paint, etc. cannot be worn in the facility.

\_\_\_\_\_ **Jewelry** (e.g. watches, rings, chains, bracelets, necklaces, earrings, visible piercings, body jewelry, etc) is not allowed in the facility. A plain band without stones may be worn. Medical alert necklaces must be worn inside the shirt and cannot have studs, stones, etc. on them.

\_\_\_\_\_ No makeup, perfume, cologne, aftershave, false eyelashes, lash extensions, false fingernails, or fingernail polish. Hair extensions are only allowed if they are securely fastened and cannot come out.

\_\_\_\_\_ No food or drink in the production or quality areas (e.g. chewing gum, candy, cough drops, matchsticks, toothpicks, sunflower seeds, etc.)

\_\_\_\_\_ **Cell phones** are not permitted on your person while working unless pre-authorized by company management for business purposes. Personal cell phones are allowed in the break room areas.

Applicant signature \_\_\_\_\_ Date \_\_\_\_\_