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**AT-WILL EMPLOYMENT APPLICATION**  
(PLEASE PRINT ALL INFORMATION EXCEPT SIGNATURE)

THIS APPLICATION IS NOT AN EMPLOYMENT CONTRACT but merely is intended to evaluate suitability for employment. It is the policy of the company to provide equal employment to all qualified persons without discrimination on the basis of sex, race, color, religion, age, marital status, national origin, citizenship, disability, veteran status, or any other status protected under state and federal law. It is also, the policy of the company to have the option of conducting pre-employment screening before a job offer is made. If a job offer is made, employment may be contingent upon the successful completion of a material examination, which may include providing body substance samples. Thus application will remain active for 180 days.

**PERSONAL INFORMATION**

Name: Last: \_\_\_\_\_ First: \_\_\_\_\_ Middle: \_\_\_\_\_ Social Security #: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_  
 Home Phone: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ Cell Phone: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_  
 Please list below your current address:  
 Current: Street: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Since (Mo/Yr): \_\_\_\_\_ / \_\_\_\_\_  
 Personal Reference: Name: \_\_\_\_\_ Phone #: \_\_\_\_\_ Relationship: \_\_\_\_\_

**EDUCATION**

High School Attended: _____	City, County, State: _____	Graduated?: YES: _____ NO: _____	
	<b>City, State</b>	<b>Area of Study</b>	<b>Degree/Certificate</b>
_____ (College Attended)	_____	_____	_____
_____ (Trade or Business School)	_____	_____	_____
_____ (OSHA Certification)	_____	_____	_____
_____ (CPR Certification)	_____	_____	_____

**EMPLOYMENT INFORMATION**

Position Applied for: \_\_\_\_\_ Date You Can Start: \_\_\_\_\_ Desired Salary \$: \_\_\_\_\_

Please answer all of the following questions. When necessary, note question number and use an extra sheet of paper to provide explanations.

1. YES \_\_\_\_\_ NO \_\_\_\_\_ Are you a BAC Local #3 union member? If so what level? \_\_\_\_\_
2. YES \_\_\_\_\_ NO \_\_\_\_\_ Are you at least 18 years of age and legally eligible for work in the United States?
3. YES \_\_\_\_\_ NO \_\_\_\_\_ Will you work overtime if necessary?
4. YES \_\_\_\_\_ NO \_\_\_\_\_ Have you received a description of the job or been made aware of the essential functions of the job you are applying for?
5. YES \_\_\_\_\_ NO \_\_\_\_\_ Do you understand the job requirements?  
If NO please explain: \_\_\_\_\_
6. YES \_\_\_\_\_ NO \_\_\_\_\_ Do you feel that you are adequately trained for the position you are applying for?
7. YES \_\_\_\_\_ NO \_\_\_\_\_ Do you feel that you are physically capable of performing the position you are applying for?
8. YES \_\_\_\_\_ NO \_\_\_\_\_ Have you ever been discharged or asked to resign from a job?  
If YES please explain: \_\_\_\_\_
9. YES \_\_\_\_\_ NO \_\_\_\_\_ Have you ever been convicted of or pled guilty to a felony or other crime?  
If YES please explain: \_\_\_\_\_

EMPLOYMENT HISTORY

MAY WE CONTACT YOUR PRESENT EMPLOYER? YES \_\_\_\_\_ NO \_\_\_\_\_

Most Recent Employer: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Position Held: \_\_\_\_\_ Dates (From/To): \_\_\_\_\_ - \_\_\_\_\_ Pay Rate Upon Leaving: \$ \_\_\_\_\_

Supervisor: \_\_\_\_\_

Duties: \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

Next Most Recent Employer: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Position Held: \_\_\_\_\_ Dates (From/To): \_\_\_\_\_ - \_\_\_\_\_ Pay Rate Upon Leaving: \$ \_\_\_\_\_

Supervisor: \_\_\_\_\_

Duties: \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

Next Most Recent Employer: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Position Held: \_\_\_\_\_ Dates (From/To): \_\_\_\_\_ - \_\_\_\_\_ Pay Rate Upon Leaving: \$ \_\_\_\_\_

Supervisor: \_\_\_\_\_

Duties: \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

JOB RELATED SKILLS

Please answer all the following questions. When necessary, note question number and use an extra sheet of paper to provide explanations.

- 1. YES \_\_\_\_\_ NO \_\_\_\_\_ Do you have a drivers license? If YES: Drivers License #: \_\_\_\_\_ Date of Issue: \_\_\_\_\_ Expires: \_\_\_\_\_
2. YES \_\_\_\_\_ NO \_\_\_\_\_ Have you ever been convicted of or pled guilty to any traffic-related offence within the past five (5) years? If YES please explain: \_\_\_\_\_
3. YES \_\_\_\_\_ NO \_\_\_\_\_ Have you had your drivers license suspended or revoked or had your driving privileges modified by a court of law? If YES please explain: \_\_\_\_\_
4. Please list all state from which you hold, or have held a drivers license: \_\_\_\_\_

Please use this space to list any special skills you may have that relate to the position applied for:

\_\_\_\_\_

Please list any professional licenses, designations, certifications, etc. that may relate to the position applied for. Include date granted, name of organization, and any other relevant information.

Table with 3 columns: Date Issued, Organization, Additional Information. Rows 1, 2, 3.

APPLICANT'S CERTIFICATION AGREEMENT

- 1. I authorize the investigation of all statements contained in this application and release from all liability any persons or employers supplying such information, and I also release the company from all liability that might result from making the investigation.
2. I certify that the facts and information set forth in this application are true and complete to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of facts on this application (or any other required documents) will be cause for denial of employment or immediate termination of employment, regardless of when or how discovered.
3. I agree, if I am offered and accept a position, to conform to all existing and future Company rules and regulations and I understand that the Company reserves the right to change wages, hours, and working conditions as deemed necessary. I ALSO UNDERSTAND THAT IF HIRED, MY EMPLOYMENT WILL BE AT-WILL, MEANING THAT EITHER PARTY CAN END THE EMPLOYMENT RELATIONSHIP AT ANY TIME AND FOR ANY OR NO REASON.
4. I understand that any employment offer is contingent upon providing, within three (3) working days of employment, valid proof of identity and eligibility to work in order to comply with the Immigration Reform and Control Act of 1986.
5. I have read and reviewed the information provided in this application (Pages 1 and 2) and the above statements. By signing this application for employment, I certify that I understand all parts of it and have answered all questions completely and accurately.

(Signature) \_\_\_\_\_

(Date) \_\_\_\_\_