



Employment Application

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Date Available: _____ Social Security No.: _____ Driver's License #/State/Exp.: _____

Position Applied for: _____

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Have you ever worked for this company? YES NO If yes, when? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Military Service

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

If other than honorable, explain: _____

Previous Employment

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary:\$ _____ Ending Salary:\$ _____
Responsibilities: _____
From: _____ To: _____ Reason for Leaving: _____
May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary:\$ _____ Ending Salary:\$ _____
Responsibilities: _____
From: _____ To: _____ Reason for Leaving: _____
May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary:\$ _____ Ending Salary:\$ _____
Responsibilities: _____
From: _____ To: _____ Reason for Leaving: _____
May we contact your previous supervisor for a reference? YES NO

Training / Certificates

List any training and/or certificates that you currently have:

References

Please list three professional references, not related to you who has knowledge of your work performance.

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Additional Information

Have you ever been employed with this company before? Yes No
If Yes, when? _____

Do you have any friends or relatives employed by this company? Yes No
If yes, please provide name and relationship to you.

Are you currently employed? Yes No
May we contact your employer? Yes No
Are you currently on "lay off" status and subject to recall? Yes No

If you are under 18 years of age, can you provide proof of you eligibility to work? Yes No

If hired, can you provide proof of US citizenship or proof of your legal right to work in the US? Yes No

Are you able to perform all of the essential functions of the job for which you are applying with or without reasonable accommodation? Yes No

If hired, are there any accommodations the company would need to provide so that you can perform all those essential functions and duties of the position being applied for? Yes No
If yes, explain: _____

If driving is a requirement of the position applied for, have you in the last 7 years been convicted of Driving under the Influence "(DUI)?" Yes No

Have you ever been convicted of a felony or misdemeanor? Yes No
If Yes, explain _____

If hired, do you have a reliable means of transportation to and from work? Yes No
If hired, would you be able to travel or work overtime as needed? Yes No

Disclaimer and Signature

Please read each statement closely and initial each acknowledging your understanding.

Equal Employment Opportunity Statement

Bigler Boyz Enviro, Inc. is committed to the principles of equal employment opportunity and is committed to make employment decisions based on merit. We are committed to complying with all Federal, State and local laws providing for equal employment opportunities, as well as all laws related to terms and conditions of employment. Bigler Boyz Enviro, Inc. desires to maintain a work environment that is free of sexual harassment and discrimination due to race, religion, color, national origin, physical or mental disability, age or any other status protected by Federal, State, or local laws. Bigler Boyz Enviro, Inc. will make reasonable efforts to accommodate those physical or mental limitations of an otherwise qualified employee unless undue hardship would result for the company.

Discrimination and Sexual Harassment Policy Statement

Bigler Boyz Enviro, Inc. will not tolerate any form of unlawful discrimination, including sexual harassment. Any employee who engages in unlawful discrimination or sexual harassment will be subject to appropriate discipline, up to and including termination. Prohibited sexual harassment is defined as follows: Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made whether explicitly or implicitly a term or condition of an individual's employment.; (2) Submission to or action of such conduct by an individual is used as the basis for employment decisions affecting such individuals; or (3) Such a conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Disclosure to Applicants Concerning Drug/Alcohol Testing

If you are offered a position with Bigler Boyz Enviro, Inc., you may be given a drug/alcohol test as a condition of employment. Your refusal to timely submit to a drug/alcohol test or your failure to pass such a test means you will not be employed by Bigler Boyz Enviro, Inc. The test results will be kept confidential. The individual undergoing testing will not be directly observed while providing the specimen unless there are reasonable grounds to believe the individual may alter or substitute the specimen. Negative test results are required as a condition of employment.

Complete and Accurate Information

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I have personally completed this application. I understand that any omission or misstatement of material fact on this application, or any other document used to secure employment, shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

At-Will Employment

I understand and agree that if I am employed, my employment will be "at-will", which means that Bigler Boyz Enviro, Inc. may terminate the employment relationship at any time, with or without cause and with or without notice. Likewise, Bigler Boyz Enviro, Inc., will respect my right to terminate my employment at any time, with or without cause and with or without notice. I further understand that any prior representation, whether expressed or implied to the contrary is hereby super ceded and that no promise or representation contrary to the foregoing is binding on Bigler Boyz Enviro, Inc. unless made in writing and signed by Bigler Boyz Enviro Inc., company president.

Testing Authorization

If offered a position with Bigler Boyz Enviro, Inc., I hereby agree to any legally permitted physical, psychological, skill, drug or medical test required by Bigler Boyz Enviro, Inc. as a condition of employment.

Investigation Authorization

I authorize investigation into all statements and references contained in this application. Said investigation may include credit, driving, criminal background, references and other background checks. By applying for this job, I also authorize post-hire investigation into my credit, driving and criminal background.

Bigler Boyz Enviro, Inc. Obligation

I understand and agree that Bigler Boyz Enviro, Inc. acceptance of this job application does not mean that a position for which I am qualified is open (unless specially posted) or that the company has agreed to hire me. I understand that Bigler Boyz Enviro, Inc. is under no obligation to hire me as the result of accepting this completed application.

Smoke-Free Workplace Policy

Due to the hazards working with explosive and/or flammable exposure smoking tobacco is prohibited. This applies to both employees and non-employee visitors of Bigler Boyz Enviro, Inc. I understand that if I am hired by Bigler Boyz Enviro, Inc., there will be no use of smoking tobacco products permitted within the facilities, property, on-site job locations, and in any company vehicles of Bigler Boyz Enviro, Inc. at any time. Any violations of this policy will be handled through the standard disciplinary procedure.

90-Day Probationary Period

Bigler Boyz Enviro, Inc. requires an employee to go through a 90-day probationary period of employment. This notice informs you that your performance will be carefully monitored during this initial period of employment, and your employment status will be considered temporary until this 90 day probationary period has expired. If your performance meets Bigler Boyz Enviro's requirements, we will then consider changing your employment status to regular full time. If your performance does not satisfy Bigler Boyz Enviro Inc. management during this period, it may be deemed grounds for dismissal regardless of any or all-previous employment agreements.

I HAVE READ AND UNDERSTAND THAT BOVE POLICY STATEMENTS AND AGREE TO BE BOUND BY THEM IF EMPLOYED BY BIGLER BOYZ ENVIRO, INC.

Signature: _____ Date: _____