

Graybach, L.L.C.

Application for Employment

Our policy is to provide equal employment opportunity to all qualified persons without regard to race, creed, color, religious belief, sex, age, national origin, ancestry, physical or mental disability, or veteran status.

Date _____

Last name _____ First name _____ Middle name _____

Street Address _____

City _____ State _____ ZIP _____

Telephone _____

Do not contact me here

Cell _____

Do not contact me here

Home Email _____

Work Email _____

Do not contact me here

Social Security # _____

Position applied for _____

How did you hear of this opening? _____

When can you start? _____ Desired Wage \$ _____

Are you a U.S. citizen or otherwise authorized to work in the U.S. on an unrestricted basis? (You may be required to provide documentation.) Yes No

Are you looking for full-time employment? Yes No

If no, what hours/days are you available? _____

Are you willing to work swing shift? Yes No

Are you willing to work overtime? Yes No

Is there any reason you would be unable to perform the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

Yes No

Education

School Name and Location	Year	Major	Degree
High School _____	_____	_____	_____
College _____	_____	_____	_____
College _____	_____	_____	_____
Post-College _____	_____	_____	_____
Other Training _____	_____	_____	_____

In addition to your work history, are there other skills, qualifications, or experience that we should consider?

Employment History (start with most recent employer)

Company Name _____

Address _____ Telephone _____

Date Started _____ Starting Wage _____ Starting Position _____

Date Ended _____ Ending Wage _____ Ending Position _____

Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Reason for leaving _____

Company Name _____

Address _____ Telephone _____

Date Started _____ Starting Wage _____ Starting Position _____

Date Ended _____ Ending Wage _____ Ending Position _____

Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Reason for leaving _____

Company Name _____

Address _____ Telephone _____

Date Started _____ Starting Wage _____ Starting Position _____

Date Ended _____ Ending Wage _____ Ending Position _____

Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Reason for leaving _____

Company Name _____

Address _____ Telephone _____

Date Started _____ Starting Wage _____ Starting Position _____

Date Ended _____ Ending Wage _____ Ending Position _____

Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Reason for leaving _____

Attach additional information if necessary.

Other Information

Have you ever pled guilty to, or no contest to, or been convicted of, a misdemeanor or felony?

Yes No

If yes, please give the dates and details: _____

Have you been arrested for any matters for which you are out on bail or on your own recognizance pending trial? Yes No

If yes, please give the dates and details: _____

NOTE: Answering "Yes" to these questions does not constitute an automatic bar to employment. Factors such as age and time of the offense, seriousness and nature of the violation, and rehabilitation will be taken into account. (Do not include minor traffic infractions, and convictions or which the record has been sealed or expunged, any conviction for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed, referrals to and participation in any pre-trial or post-trial diversion programs in answering these questions.)

Have you ever been in the Military Service? Yes No

If yes, please give the type of discharge: _____

NOTE: A dishonorable or general discharge is not an absolute bar to employment. Other factors will affect a final decision to hire or not to hire.

Do you currently possess a valid driver's license? Yes No

State: _____ Class: _____ Number: _____ Expiration: _____

Driving record (last 3 years)

Number of tickets: _____ Number of Accidents: _____

Do you have automobile liability insurance? Yes No

Company providing policy: _____

Authorization for Background Check

By submitting this application, I acknowledge that this company may obtain a consumer report as part of its pre-employment background investigation and/or during the course of my employment, if I am hired. By submitting this application, I voluntarily authorize this company to obtain consumer reports about me and to consider the consumer report in its pre-employment background investigation and/or when making decisions during the course of my employment, if I am hired.

EEOC / OFCCP Compliance

This company is dedicated to a policy of equal opportunity in employment without regard to race, religion, color, sex, national origin, age, disability, genetic information, military status, veteran status or any other basis protected by applicable state or local law or ordinance. Reasonable accommodation will be made as appropriate to enable any employee or applicant for employment to safely and properly perform the job applied for as requested and as appropriate.

The following information is necessary for this company to evaluate its hiring practices and to track its progress and effectiveness in complying with its equal employment policies and the law. Submitting this information is voluntary and will be kept confidential insofar as possible. Information provided will not be considered in any part of the selection process.

SELF-IDENTIFICATION INVITATION TO DISABLED APPLICANTS AND EMPLOYEES, DISABLED VETERANS, VIETNAM ERA VETERANS AND OTHER COVERED VETERANS

This Company is a Government contractor subject to Section 503 of the Rehabilitation Act of 1973 as amended, Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 and the Veterans Employment Opportunity Act of 1998. In accordance with these laws, it is our goal to take affirmative action to employ and advance in employment qualified Disabled Individuals, Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans, as defined below:

If you are a "Veteran of the Vietnam Era," an "Other eligible Veteran" or a "Recently Separated Veteran," you are invited to volunteer this information to the Human Resource Manager at any time. If you are a "Disabled Individual" or a "Special Disabled Veteran", you are invited to volunteer this information at any time after a job offer has been made to you. This information will assist us in placing you in an appropriate position and providing you with any benefits for which you may be eligible under our affirmative action program.

It would assist us if you tell us about any special methods or procedures which qualify you for positions and the accommodations that we might consider making to enable you to perform duties properly and safely. SUBMISSION OF THIS INFORMATION IS COMPLETELY VOLUNTARY ON YOUR PART.

Information obtained concerning the disabilities of "Disabled Individuals" and "Specially Disabled Veterans" will be kept confidential, except that disclosure may be made to: (1) supervisors and managers regarding restrictions on work or duties of disabled individuals, and regarding necessary accommodations; (2) first aid and safety personnel, when and to the extent appropriate if the condition might require emergency treatment and (3) government officials investigating compliance with federal statutes.

Please check the appropriate boxes and complete the following entries

Sex: Male Female

Ethnic Background:

- Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- American Indian or Alaska Native (Not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa.
- Asian (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Two or More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above five races.

Employment disclosure

All qualified applicants will receive consideration for employment without regard to race, religion, color, sex, national origin, age, disability, genetic information, military status, veteran status or any other basis protected by applicable state or local law or ordinance. No information on this application will be used for the purpose of illegal discrimination.

Submitting this application certifies that my answers to the forgoing questions are true and correct and that I understand that providing false information may result in refusal of employment, or termination of employment if discovered after the date of hire.

I understand that, if hired, my status is that of an employee at will, meaning that I have no contractual right, express or implied, to remain in this company's employ. In consideration of my employment, I specifically agree that my employment or the terms and conditions thereof

including compensation can be changed or terminated with or without cause and with or without notice at any time at the option of this company. I further understand that, if hired, my employment is for no definite period and either this company or I may terminate our relationship at will at any time and that this employment application does not constitute an employment contract. It is further agreed that this "at will" employment relationship may not be changed by any written document or by conduct, unless such change is specifically agreed and acknowledged in writing by an authorized executive of this organization.

I voluntarily grant this company the right to investigate and verify the information and statements I have provided in this application and agree to hold all persons harmless with respect to any information they may give, receive or verify.

Signature _____ Date _____