



# FLINTCO EMPLOYMENT APPLICATION

Thank you for your interest in the FlintCo Family of Companies. We offer equal employment opportunities to all persons without regard to race, color, religion, sex, age, national origin, disability, veteran, or any other legally protected status.

## PERSONAL INFORMATION

Full Name \_\_\_\_\_ Social Security # (for employment purposes) \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Street Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

How long have you lived at this address? \_\_\_\_\_ Cell Phone # \_\_\_\_\_ Home Phone # \_\_\_\_\_

Previous Address \_\_\_\_\_ How long? \_\_\_\_\_

Are you 18 years of age or over? Yes \_\_\_ No \_\_\_ Are you legally eligible for employment in the United States? Yes \_\_\_ No \_\_\_

Have you ever pled "guilty" or "no contest" to, or been convicted of, a crime? Yes \_\_\_ No \_\_\_ If yes, please explain: \_\_\_\_\_

Position(s) applying for: \_\_\_\_\_ Date available for work: \_\_\_\_\_

Type of employment: Full Time \_\_\_ Part Time \_\_\_ Temporary \_\_\_ Salary/Wage expected: \_\_\_\_\_

Have you applied for a job with FlintCo before? Yes \_\_\_ No \_\_\_ Have you ever been employed by FlintCo before? Yes \_\_\_ No \_\_\_

If yes, list job(s) held and date(s) of employment: \_\_\_\_\_

List any friends or relatives employed by FlintCo: \_\_\_\_\_

## EDUCATION

| SCHOOL (INCLUDE CITY AND STATE) | YEARS COMPLETED | COMPLETED   |
|---------------------------------|-----------------|---|
|                                 |                 | [ ] Diploma [ ] GED [ ] Degree _____<br>[ ] Other _____ |
|                                 |                 | [ ] Diploma [ ] GED [ ] Degree _____<br>[ ] Other _____ |
|                                 |                 | [ ] Diploma [ ] GED [ ] Degree _____<br>[ ] Other _____ |

## EMPLOYMENT HISTORY

Starting with your most recent employer, provide the following information.

Employer \_\_\_\_\_ Supervisor \_\_\_\_\_

Address \_\_\_\_\_ Telephone # \_\_\_\_\_

Dates Employed \_\_\_\_\_ to \_\_\_\_\_ Pay Rate [ ] Hourly \_\_\_\_\_ [ ] Salary \_\_\_\_\_

Job title and duties \_\_\_\_\_

Reason for leaving \_\_\_\_\_ May we contact this employer? Yes \_\_\_ No \_\_\_

**EMPLOYMENT HISTORY (Continued)**

Employer \_\_\_\_\_ Supervisor \_\_\_\_\_  
Address \_\_\_\_\_ Telephone # \_\_\_\_\_  
Dates Employed \_\_\_\_\_ to \_\_\_\_\_ Pay Rate [ ] Hourly \_\_\_\_\_ [ ] Salary \_\_\_\_\_  
Job title and duties \_\_\_\_\_  
Reason for leaving \_\_\_\_\_ May we contact this employer? Yes \_\_\_\_\_ No \_\_\_\_\_

Employer \_\_\_\_\_ Supervisor \_\_\_\_\_  
Address \_\_\_\_\_ Telephone # \_\_\_\_\_  
Dates Employed \_\_\_\_\_ to \_\_\_\_\_ Pay Rate [ ] Hourly \_\_\_\_\_ [ ] Salary \_\_\_\_\_  
Job title and duties \_\_\_\_\_  
Reason for leaving \_\_\_\_\_ May we contact this employer? Yes \_\_\_\_\_ No \_\_\_\_\_  
May we contact this employer? Yes \_\_\_\_\_ No \_\_\_\_\_

Employer \_\_\_\_\_ Supervisor \_\_\_\_\_  
Address \_\_\_\_\_ Telephone # \_\_\_\_\_  
Dates Employed \_\_\_\_\_ to \_\_\_\_\_ Pay Rate [ ] Hourly \_\_\_\_\_ [ ] Salary \_\_\_\_\_  
Job title and duties \_\_\_\_\_  
Reason for leaving \_\_\_\_\_ May we contact this employer? Yes \_\_\_\_\_ No \_\_\_\_\_

**REFERENCES**

List three business/work references who are *not* related to you and are *not* previous supervisors or list three personal references who are not related to you.

| <b>Name and Occupation</b> | <b>Relationship to You</b> | <b>Telephone Number</b> | <b># of Years Known</b> |
|----------------------------|----------------------------|-------------------------|-------------------------|
| 1. _____                   | _____                      | _____                   | _____                   |
| 2. _____                   | _____                      | _____                   | _____                   |
| 3. _____                   | _____                      | _____                   | _____                   |

**AGREEMENT AND CERTIFICATION**

I certify that all information given by me in this application and on all other hiring documents is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in this application to verify my statements, and I authorize the past employers, all references, and any other persons to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information. I authorize a background check which may include a credit history to be obtained by a consumer reporting agency. I understand that the Company may obtain such a report and that I have a right to request that the consumer reporting agency disclose to me its report. I understand that the report may disclose information as to my character, general reputation, personal characteristics and mode of living.

I understand that nothing contained in this employment application or in the granting of an interview is intended to create an employment contract between FlintCo and myself for either employment or for the providing of any benefit. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon FlintCo unless made in writing. If an employment relationship is established, I understand that I have the right to terminate my employment at any time and that FlintCo retains the same right. I further understand policies, rules, and procedures relating to employees may be revised by the employer in whole or part at any time.

I understand that prior to being offered employment with FlintCo I may be requested to take an examination. In the event I need a reasonable accommodation in order to take the test, I will so inform FlintCo prior to the administration of the test so that a reasonable accommodation can be made. Requested accommodations may include accessible testing sites, modified testing conditions, and accessible testing formats. FlintCo reserves the right to require medical documentation concerning the need for the accommodation. I further understand that if an offer of employment is tentatively made to me, it may be conditioned upon my successful completion of a medical examination, which may include screening for controlled substances. I also understand that I may be asked to undergo medical examinations, including screening for controlled substances, from time to time during my employment. All such requirements will comply with applicable law.

I understand that this application remains current for 30 days from the date completed, after which time I would have to reapply in accordance with established company procedures. I understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard and provide valid identification.

I certify that I have read, fully understand and accept all terms of the foregoing Agreement and Certification.

**Applicant Signature** \_\_\_\_\_ **Date** \_\_\_\_ / \_\_\_\_ / \_\_\_\_