

Flat Creek Pet Care

Please Read First

Our hiring process does include a BACKGROUND CHECK and a DRUG SCREEN. You must have an insurable driver's license and be able to pass the drug screen. The background check includes a county criminal record search, social security verification and a check of your driving record. We are proud to be a DRUG FREE workplace and will continue to set our standard high for all incoming team members. We look forward to adding you to our team.

If you are submitting a resume with the application, you are still required to fill out the application in its entirety.

APPLICATION FOR EMPLOYMENT

Name _____
Last First Middle

Address _____
Address City State Zip

Telephone(____) _____

Email: _____

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

Applications are received and employees are hired without regard to race, creed, color, sex, religion, age, national origin, marital status, physical or mental handicap, disability, sexual orientation, veteran's status, citizenship status, or any other protected classes under state, local or county regulations. The receipt of this application does not mean that job openings exist and does not obligate us in any way. We appreciate your interest in our organization.

ALL QUESTIONS MUST BE ANSWERED

STATE "N/A" IF QUESTION IS NOT APPLICABLE

THIS IS A DRUG FREE WORKPLACE

PERSONAL INFORMATION (Please print)

Date of Application _____ Position(s) Applied For _____

Salary Expectation _____ What date are you available to start? _____

Are you available to work: (please check all that apply)

Full-time	Part-time	Weekends	Nights	Temporary

Days/Hours Available to Work: (please indicate whether "a.m.," "p.m.," or "any")

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

How were you referred to us? _____

Have you ever filed an application here before? ___ Yes ___ No If yes, date _____

Are you employed now? ___ Yes ___ No

May we contact your present employer? ___ Yes ___ No

Does your present employer know of your plans to change employment? ___ Yes ___ No

Why do you desire to make a change? _____

Have you ever been discharged or requested to resign from a position? ___ Yes ___ No

If yes, explain _____

Do you have steady transportation to work? ___ Yes ___ No

Are you legally eligible to work in the United States? ___ Yes ___ No

(Proof of citizenship/immigration status & identity is required upon employment.)

Have you ever been convicted of or received a sentence for a crime(s) other than a minor traffic violation? ___ Yes ___ No If yes, explain number of conviction(s), nature of offense(s) leading to conviction(s), how recently such offense(s) was/were committed, where offense(s) occurred and sentence(s):

Do you hold a valid driver's license? ___ Yes ___ No List State _____

List three things that are important to you in a work environment 1) _____
2) _____ 3) _____

FULL EMPLOYMENT HISTORY Must be completed even when accompanied by resume.

Start with your present or last job. Include all assignments and positions held. Be specific about information and dates. A complete work history must be provided. All employment gaps must be listed.

Employer	Employment Dates	Pay or Salary	Last Job Title
	From	Start	Supervisor
	To	Finish	
Reason for leaving			
Summary of Work Performed and Job Responsibilities; list skills used or learned and any advancements or promotions while you worked at this company.			

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Employer	Employment Dates From To	Pay or Salary Start Finish	Last Job Title Supervisor
Reason for leaving			
Summary of Work Performed and Job Responsibilities; list skills used or learned and any advancements or promotions while you worked at this company.			

List professional, trade, business or civic activities and offices held:

An application form sometimes makes it difficult for an individual to adequately summarize a complete background. Use the space below to summarize any additional information necessary to describe your full qualifications for the specific position for which you are applying.

EDUCATION INFORMATION

SCHOOLING	NAME OF SCHOOL	YEARS COMPLETED	MAJOR & DEGREE	LOCATION	DID YOU GRADUATE?
Grammar or High School					
Bus. or Trade School					
College					
Professional School					

Honors Received _____

PLEASE LIST ANY REFERENCES AVAILABLE

(List at least one who is not a relative or a previous employer)

Name _____

Relationship _____

Phone # _____

Name _____

Relationship _____

Phone # _____

Name _____

Relationship _____

Phone # _____

Name _____

Relationship _____

Phone # _____

Name _____

Relationship _____

Phone # _____

AGREEMENT

The facts set forth above in my application for employment are true and complete. I understand that false statements or omission of information on this application, or any other employment form, may lead to dismissal or denial of employment. You are hereby authorized to make any investigation of my personal history, financial, criminal, credit and motor vehicle records through any investigative or credit agencies or bureaus of your choice. You are also authorized to administer personality profile tests and verify my background. A criminal record of sentence is not an automatic disqualification for employment. I agree to submit to any drug or alcohol testing prior to or after employment and I agree to submit to a medical evaluation, if required.

In making this application for employment, I also understand that an investigative consumer report may be made whereby information is obtained through personal interviews with my neighbors, friends or others with whom I am acquainted. This inquiry includes information as to my character, general reputation, personal characteristics and mode of living. I understand that I have the right to make a written request within a reasonable period of time to receive additional, detailed information about the nature and scope of this investigative consumer report. In exchange for the consideration of my employment application by this company, I hereby release and forever discharge the company (including its directors, officers, employees and agents) and my past and/or present employers (their directors, officers, employees and agents) from any liabilities which may result from an investigation of my past and/or present employment or from the disclosure of such information. I authorize the use of any information in this application to verify my statements and I authorize the past employers, doctors, all references and any other persons to answer all questions asked concerning my ability, character, reputation and previous employment record.

I understand that if my application is accepted that employment with this company at all times is employment "at will." It is further understood that this "at will" relationship may not be changed by any written document, verbal statements, or by conduct unless such change is specifically acknowledge by an authorized executive of the company. I further understand that my "at will" employment may be terminated at any time by myself or the company and includes no guarantee, contract or promise of employment for any specific length of time. I understand that the first ninety (90) days of employment is a new hire introductory period.

Signature of Applicant & Date

BACKGROUND INQUIRY RELEASE

I, the undersigned applicant, do hereby certify that all information provided by me for the purpose of employment is true and complete to the best of my knowledge. I understand that falsification of any information on company documents may lead to denial of employment or termination.

In connection with my application for employment, I understand that investigative background inquiries will be made on me, including consumer credit, education verification, criminal convictions, motor vehicle, workers' compensation, and others. These reports will include information as to my character, general reputation, work habits, performance and experience, along with reasons for termination of employment from previous employers. Further, I understand that you will be requesting information from various federal, state, and other agencies that maintain records concerning my past activities relating to my driving, credit, criminal, civil and other experiences.

I authorize, without reservation, any party or agency contacted by Flat Creek Pet Care, or its agents, to furnish the above-mentioned information prior to or at any time during my employment. ***The information on this form will be used solely for the purpose of conducting background checks and maintained in a confidential file.***

I hereby release all of the persons and agencies providing such information from any and all claims, damages or liabilities connected with their release of any requested information. I agree that any copy of this document is as valid as the original.

I do hereby agree to forever release and discharge Flat Creek Pet Care to the full extent permitted by law from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint filed with any agency arising from the retrieval and reporting of the information. According to the Federal Fair Credit Reporting Act, I am entitled to know if employment was denied based on information contained in a consumer credit report.

I understand that to aid in the proper identification of my or records, the following information is necessary:

(Applicant, please complete)

Print Name: _____

Current Address: _____

SSN: _____ Date of Birth: _____ Age: _____

Drivers License No: _____ State: _____

Applicant's Signature: _____ Date: _____