

PET SUPPLY WAREHOUSE

This Company is an equal opportunity employer. In all our employment practices, including hiring, we are firmly committed to equal opportunity without regard to race, religion, color, sex, age, national origin, citizenship, disability or any other basis of discrimination prohibited by applicable local, state or federal law. No question on this application is used for the purpose of limiting or excluding any applicant's consideration for employment on such grounds.

ANSWER ALL QUESTIONS. INCOMPLETE APPLICATIONS WILL BE REJECTED

Name: _____ Street Address: _____
 Last First M

Apt # _____
 Or Box _____ City _____ State _____ Zip _____ Email _____

Telephone (_____) _____ - _____ **18 or older?** () Yes () No, **If not, Birth Date:** _____ Cell
 (_____) _____ - _____ Best way to contact you? _____

- Were you known to any employer, school or reference by another name? () Yes () No
- If Yes, indicate other name: _____
- **Position for which you are applying:** _____
- What wage/salary do you expect? \$ _____ per _____
- **If hired, when could you start work?** _____
- **Have you ever been employed by this company before?** () Yes () No
- If Yes, when and where? _____
- Who referred you to this company for employment? _____
- Names of friends or relatives working for the Company (list name(s) and relationship):

AVAILABILITY:

How many hours per week are you available for work? _____ LIST TIMES BELOW FOR EACH DAY

	Monday	Tuesday	Wednesday	Thursday	Friday	<u>Saturday</u>	<u>Sunday</u>
FROM							
TO							

- Is this work **Permanent** OR **Temporary** (Circle One)
- **Are there any hours, shifts or days you cannot or will not work?** () Yes () No *Include Vacations, other obligations*
 - **If Yes, when:** _____
 - How far do you live from this location? _____
 - **Do you have transportation to work?** () Yes () No
 - Are you currently on Layoff Status, Leave of Absence or other Suspension of Employment and subject to recall with another employer? () Yes () No
 If Yes, provide details: _____
 - **Have you ever been discharged (or terminated) by a former employer?** () Yes () No
If Yes, explain: _____

CERTAIN POSITIONS WITHIN THE COMPANY REQUIRE USE OF A CAR OR OTHER MOTORIZED VEHICLE. IF USE OF SUCH A VEHICLE WERE REQUIRED IN THE JOB FOR WHICH YOU ARE APPLYING.....

- Do you have a valid Driver's License? () Yes () No If No, can you obtain one? () Yes () No
- Do you have access to a car or other motorized vehicle? () Yes () No
- Do you or can you get liability insurance on such a vehicle? () Yes () No

YOUR DRIVING RECORD WILL BE CHECKED IF YOU DRIVE A COMPANY VEHICLE.

EDUCATION:

High School _____ Address _____
City _____ State _____ Zip _____ Last grade completed _____ Grade
Point Avg: _____ Did you graduate? () Yes () No **Still Enrolled?** () Yes () No

Trade or College _____ Address _____
City _____ State _____ Zip _____ Last grade completed _____
Course/Major _____ Degree(s) or Certification(s) _____
Grade Point Avg: _____ Did you graduate? () Yes () No **Still Enrolled?** () Yes () No

EMPLOYMENT HISTORY: (start with most recent employer)

Company _____ Address _____
City _____ State _____ Telephone _____ Job Title _____
Dates Worked: From _____ To _____
Still Employed? () Yes () No May we contact this employer? () Yes () No Supervisor _____
Reason for leaving _____
Reference Check Performed By _____

Company _____ Address _____
City _____ State _____ Telephone _____ Job Title _____
Dates Worked: From _____ To _____
Still Employed? () Yes () No May we contact this employer? () Yes () No Supervisor _____
Reason for leaving _____
Reference Check Performed By _____

Company _____ Address _____
City _____ State _____ Telephone _____ Job Title _____
Dates Worked: From _____ To _____
Still Employed? () Yes () No May we contact this employer? () Yes () No Supervisor _____
Reason for leaving _____
Reference Check Performed By _____

MILITARY SERVICE: Check here if not applicable - _____

Branch _____ Date [Entered _____ Discharged _____] RANK _____
Do you have service-related skills applicable to civilian employment? () Yes () No
If Yes, describe: _____

ADDITIONAL INFORMATION: (all applicants)

List additional training or experience _____

DO YOU HAVE ANY FEAR(S) OF CRICKETS, RATS, MICE, REPTILES, BIRDS, ETC Yes _____ No _____

HEAVY LIFTING REQUIRED IN THIS POSITION

Can you lift up to 50 lbs? - Yes _____ No _____
Can you lift repeatedly during your entire shift? - Yes _____ No _____
Do you have a history of back injuries, back problems, work related back injuries? - Yes _____ No _____
If Yes please explain - _____

Please mark with your initials that you understand this is a physically demanding environment
and you can fully satisfy the physical demands placed upon you during your employment.

I fully understand - _____ (Please initial)

AGREEMENT

PLEASE READ THE FOLLOWING CAREFULLY AND SIGN IN THE SPACE PROVIDED:

I hereby certify that I have read and fully completed this application and that the facts set forth in this employment application (and accompanying resume, if any) are true and correct to the best of my knowledge, and I agree and understand that any misrepresentation or falsification of information or omission of information during the employment application process may disqualify me from further consideration for employment and, if employed, will subject me to dismissal. I further certify that I am a true and bona fide job applicant, honestly interested in working in the position(s) for which I have applied, and am seeking employment with this company solely to provide me with the benefits of a job and for no other purpose.

I understand that in connection with my application for employment an inquiry into my background may include an investigative consumer report, which provides applicable information concerning character, general reputation, personal characteristics and standard of living. I understand that I have the right to make a written request within a reasonable period of time for information as to the nature and scope of any such report. If I am denied a job based either wholly or in part because of information contained in an investigative consumer report, I will be provided the name and address of the reporting agency that supplies the information.

I acknowledge that the Company reserves the right to modify or amend its policies at any time, without prior notice. These policies do not create any promises or contractual obligations between this Company and its employees. At this Company, my employment is at will. This means I am free to terminate my employment at any time, for any reason, with or without cause, and this Company retains the same rights. I further understand and agree that the Owner/President of this Company is the only person who may make an exception to this, including the at-will status of my employment, and it must be in writing and duly executed by the Owner/President of this Company.

If applicable to my employment, I have read and understood the notice regarding polygraph tests and my rights under this state's law.

AUTHORIZATION TO RELEASE INFORMATION: I authorize the references and/or employers listed on this application to give you any and all information concerning my previous employment and pertinent information they may have, personal or otherwise, and release all parties from all liability for any damage that may result from furnishing such information to you. I agree and understand that the Company and its agents may investigate or seek information concerning my background and/or previous employment, whether of record or not. I further agree and understand that if employed, the Company may at any time seek any information from whatever source, which in its discretion, it deems relevant to my employment.

NO DRUG USE POLICY: This Company does not hire persons who use illegal drugs. All persons seeking employment or employed with this Company may be required to take and pass a screen for illegal drugs, and may be subject to periodic tests for illegal drugs. I hereby voluntarily consent to provide a saliva, urine, or blood specimen (blood specimen as required for alcohol testing only) at a collection facility designated by the Company, and further consent to have the specimen tested at a laboratory selected by the Company. I hereby certify that I (check one) **do** _____ or **do not** _____ use illegal drugs.

Signature _____ Date _____

DISCLOSURE TO EMPLOYMENT APPLICANT REGARDING PROCUREMENT OF CONSUMER REPORT

In connection with your application for employment and as part of the process of considering your candidacy as an employee, we may procure, or cause to be procured, a consumer report on you. In the event that information from the report is utilized in whole or in part in making an adverse decision with regard to your potential employment, before making the adverse decision we will provide you with a copy of the consumer report and a description in writing of your rights under the law.

By your signature below, you hereby authorize us to obtain a consumer report about you in order to consider you for employment.

Print Name

Applicant's Signature

Date