

# RHINEHART COMPANIES

## AT-WILL EMPLOYMENT APPLICATION

PLEASE PRINT ALL INFORMATION EXCEPT SIGNATURE

**THIS APPLICATION IS NOT AN EMPLOYMENT CONTRACT.** This application is intended to evaluate suitability for employment. It is the policy of the company to provide equal employment to all qualified persons without discrimination on the basis of sex, race, color, religion, age, marital status, national origin, citizenship, disability, veteran status, or any other status protected under local, state and federal law. The company conducts pre-employment screening for certain jobs before an offer is made. If a job offer is made, employment may be contingent upon successful completion of a medical examination, which may include providing urine, blood or other types of samples. This application will remain active for ninety (90) days.

PERSONAL INFORMATION			
Name	Last	First	Middle
			Social Security Number
Email Address:			Phone:
Please list below your current address and any other recent addresses:			
Current Address: Street			
		City	State
		Zip	
How long have you lived at your current address?			
Previous Address:			
EDUCATION			
High School Attended	City, State	Did you earn a Diploma/GED?	
College or University	City, State	Areas of Study	Degree/Certificate/Diploma
Trade, Business or Other	City, State	Areas of Study	Degree/Certificate/Diploma
EMPLOYMENT INFORMATION			
Position Applied For:		Date You Can Start Work:	Desired Salary:
			\$
Do You Prefer: <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time		Are you currently working? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Which shift do you prefer: <input type="checkbox"/> 1 <sup>st</sup> <input type="checkbox"/> 2 <sup>nd</sup> <input type="checkbox"/> 3 <sup>rd</sup>		If yes, may we contact your employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Please answer all of the following questions.</b>			
1) Are you at least 18 years of age and legally eligible for work in the United States?		YES	NO
2) Will you work overtime when necessary?		YES	NO
5) Are you on layoff and subject to recall?		YES	NO
6) Are you currently bound by a non-compete or trade secret agreement? (If yes, please explain)		YES	NO
7) Have you ever been discharged or asked to resign from a job? (If yes, please explain)		YES	NO
Have you ever been arrested for or convicted of a crime that has not been expunged by a court (If yes, please explain)		YES	NO
REFERENCES			
NAME		CITY	PHONE NUMBER/RELATIONSHIP
1)			

\*\*THIS COMPANY IS AN AT-WILL, EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER\*\*  
Employment Application (022211)

2)				
3)				
EMPLOYMENT HISTORY				
<i>Please list below your last three employers beginning with the most recent:</i>				
1. Most Recent Employer	City	State	ZIP	Phone
Position Held	Dates: From/To	Pay Rate Upon Leaving \$		Supervisor
Duties	Reason for Leaving <input type="checkbox"/> Terminated <input type="checkbox"/> Voluntary Quit <input type="checkbox"/> Laid Off Explanation:			
2. Next Most Recent Employer	City	State	ZIP	Phone
Position Held	Dates: From/To	Pay Rate Upon Leaving \$		Supervisor
Duties	Reason for Leaving <input type="checkbox"/> Terminated <input type="checkbox"/> Voluntary Quit <input type="checkbox"/> Laid Off Explanation:			
3. Next Most Recent Employer	City	State	ZIP	Phone
Position Held	Date:s From/To	Pay Rate Upon Leaving \$		Supervisor
Duties	Reason for Leaving <input type="checkbox"/> Terminated <input type="checkbox"/> Voluntary Quit <input type="checkbox"/> Laid Off Explanation:			
Please use this space to list any special skills or certifications you have that relate to the position:				

APPLICANT'S CERTIFICATION AGREEMENT
<ol style="list-style-type: none"> <li>1. I authorize the investigation of all statements contained in this application, resume and any attachments. I release from all liability any persons or employers supplying such information. I also release the company from all liability that might result from making the investigation.</li> <li>2. I certify that the facts and information set forth in this application are true and complete to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of facts on the application, resume and any attachments (or on any required document) will be cause for denial of employment or immediate termination of employment, regardless of when or how it was discovered.</li> <li>3. I agree, if I am offered and accept a position, to conform to all existing and future company rules and regulations, and I understand that the company reserves the right to change wages, hours and working conditions as deemed necessary. <b>I ALSO UNDERSTAND THAT, IF HIRED, MY EMPLOYMENT WILL BE AT-WILL, WHICH MEANS THAT EITHER PARTY CAN END THE EMPLOYMENT RELATIONSHIP AT ANY TIME AND FOR ANY OR NO REASON.</b></li> <li>4. I understand that any employment offer is contingent upon my providing, within three working days of employment, valid proof of identity and eligibility to work in order to comply with the Immigration Reform and Control Act of 1986.</li> <li>5. I have read and reviewed the information provided in this application and the above statements. By signing this application for employment, I certify that all the information provided by me, including any resumes, test answers or attachments, is truthful and accurate.</li> </ol>
<div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div style="width: 60%; border-top: 1px solid black; padding-top: 5px;">Signature</div> <div style="width: 35%; border-top: 1px solid black; padding-top: 5px;">Date</div> </div>

For Employer Use Only:

Interviewed by \_\_\_\_\_ Date \_\_\_\_\_ Hired  Yes  No  
 Starting Date \_\_\_\_\_ Position \_\_\_\_\_ Wage \_\_\_\_\_