



## Employment Application

Please print and answer all questions completely.

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### Notices to Job Applicant

**Equal Opportunity:** Our company (Pestec) fully subscribes to the principles of Equal Employment Opportunity. It is our policy to provide employment, compensation, and other benefits related to employment based on qualifications, without regard to race, color, religion, national origin, age, sex, veteran status, genetic information, disability, or any other basis prohibited by federal, state or local law. In accordance with requirements of the Americans with Disabilities Act and applicable federal, state and/or local laws, it is our policy to provide reasonable accommodation upon request during the application process to applicants in order that they may be given a full and fair opportunity to be considered for employment. As an Equal Opportunity Employer, we intend to comply fully with applicable federal, state and/or local employment laws and the information requested on this application will only be used for purposes consistent with those laws. To the extent required by applicable law, The Company maintains a smoke- free workplace.

**At-Will Employment:** Pestec adheres to the policy of employment at will, which permits the Company or the employee to end the employment relationship at any time, for any reason, with or without cause or notice

**Stale Applications:** This application is only current for 60 days. If you are not hired within 60 days a new application will have to be completed in order to be considered for employment after 60 days.

Position Applied For : \_\_\_\_\_ Date: \_\_\_\_\_

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### Personal Information

Name : \_\_\_\_\_  
Last Middle First

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Are you at least 18 years old?  Yes  No

If no, can you provide proof of your legal authorization to work as a minor?  Yes  No

Are there any Days/Shifts you are not willing to work?\*

Yes  No

If so, please explain: \_\_\_\_\_

Are you available for out of town work?\*

Yes  No

Will you work overtime, if required?\*

Yes  No

**\*Note:** It is not necessary for you to identify unavailability for work because of religion observance or practice or any other protected classification. Subsequent to any job offer, we will consider whether a reasonable accommodation can be made

Have you ever applied or worked at our company before?

Yes  No

If yes, please provide dates: \_\_\_\_\_

Date you are first available to work: \_\_\_\_\_

How did you hear about the position you are applying for? \_\_\_\_\_

Are you legally authorized to work in the United States?

Yes  No

Will you now or in the future require sponsorship for employment visa status (e.g. H-1B visa status) ?

Yes  No

**Note:** The Federal Immigration and Reform and Control Act of 1986 requires that the DHS Employment Eligibility Verification "Form I-9" be completed for every new hire and that within 3 business days of beginning work every new hire must present to the employer documentation establishing his/her identity and authorization to work. This federal requirement must be satisfied as a condition of employment.

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## Driving Record

Complete this section **only if** driving will be a requirement of the job.

Do you have a valid driver's license?

Yes  No

Has your driver's license ever been suspended or revoked?

Yes  No

If your answer is yes, list all offenses on the back of this application, give date, nature and disposition for each. You need not list offenses that are sealed or expunged. A suspension or revocation will not necessarily disqualify you from a job.

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## Education

Describe any educational degrees, skills, training or experience you believe are relevant to the job applied for. You do not have to include any information that may indicate your race, color, gender, national origin, or any other protected status.

Name of School: \_\_\_\_\_ Last Grade Completed: \_\_\_\_\_

Type of School:  Elementary  Jr. High  High School  Trade  College  Post-Grad

Location of School: \_\_\_\_\_

Diploma/Degree Earned:  General  GED  Other: \_\_\_\_\_

Describe Course of Study: \_\_\_\_\_

\_\_\_\_\_

Describe any specialized training, skill building, or apprenticeship activities you engaged in:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Describe any honors you have received: \_\_\_\_\_

\_\_\_\_\_

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Type of School:  Elementary  Jr. High  High School  Trade  College  Post-Grad

Location of School: \_\_\_\_\_

Diploma/Degree Earned:  General  GED  Other: \_\_\_\_\_

Describe Course of Study: \_\_\_\_\_

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\_\_\_\_\_

\_\_\_\_\_

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\_\_\_\_\_

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\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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**Employment History**

List your current or last job and go backwards. If you need additional space, please continue on a separate sheet of paper. You may attach a resume, but the following still needs to be completed.

Employer Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Alt. Number: \_\_\_\_\_

Dates Employed: Starting: \_\_\_\_\_ Ending: \_\_\_\_\_

Job Title: \_\_\_\_\_ Supervisor Name: \_\_\_\_\_

Job Duties: \_\_\_\_\_

Describe any special training or skills you received at this job:

\_\_\_\_\_  
\_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

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Employer Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Alt. Number: \_\_\_\_\_

Dates Employed: Starting: \_\_\_\_\_ Ending: \_\_\_\_\_

Job Title: \_\_\_\_\_ Supervisor Name: \_\_\_\_\_

Job Duties: \_\_\_\_\_

Describe any special training or skills you received at this job:

\_\_\_\_\_  
\_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

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Employer Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Alt. Number: \_\_\_\_\_

Dates Employed: Starting: \_\_\_\_\_ Ending: \_\_\_\_\_

Job Title: \_\_\_\_\_ Supervisor Name: \_\_\_\_\_

Job Duties: \_\_\_\_\_

Describe any special training or skills you received at this job:

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Reason for Leaving: \_\_\_\_\_

Have you ever been discharged or asked to resign from employment?  Yes  No

If yes, please explain: \_\_\_\_\_

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Did you receive any discipline in your last 12 months of active employment with your previous employer?  Yes  No

If yes, please explain: \_\_\_\_\_

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Were you given a performance evaluation within the last 12 months of active employment?  Yes  No

If yes, what was the range of scores used and what was your score? \_\_\_\_\_

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Have you signed any non-competition or non-solicitation agreement or any other kind of agreement with any other employer that might restrict you from working with this company (you will be asked to furnish a copy of the agreement if you are being considered for hire)?  Yes  No

If yes, please explain: \_\_\_\_\_

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## Professional References

Please list three individuals unrelated to you with whom you have worked who know your qualifications for this position.

Name	Address	Phone	Relationship

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## Applicant's Acknowledgement Signature

I certify that the answers given herein and during the entire application process (including but not limited to any criminal record inquiries made following this application, resumes, attachments to this application, interviews or otherwise (if applicable)) are true and complete to the best of my knowledge. I understand that any misrepresentations, omissions of facts or incomplete answers during the application process may disqualify me from further consideration for employment. I further understand that, if employed, any misrepresentations or omissions of facts during the application process may be cause for my dismissal at any time without prior notice.

I consent to and authorize the Company to contact my former employers, references, and any and all other persons and organizations for information bearing upon my qualifications for employment. I further authorize the listed employers, schools and personal references to give the Company (without further notice to me) any and all information about my previous employment and education, along with any other pertinent information they may have and hereby waive any actions which I may have against either party(ies) for providing a good faith reference.

I EXPRESSLY AGREE AND UNDERSTAND THAT, IF EMPLOYED, MY EMPLOYMENT IS NOT FOR A SPECIFIC TERM, IS BASED ON MUTUAL CONSENT AND MAY BE TERMINATED BY ME OR THE COMPANY WITH OR WITHOUT NOTICE OR CAUSE AT ANY TIME. I FURTHER UNDERSTAND THAT NO ORAL PROMISE, EMPLOYER POLICY, CUSTOM, BUSINESS PRACTICE OR OTHER PROCEDURE (INCLUDING PERSONNEL HANDBOOK OR ANY PERSONNEL MANUALS) CONSTITUTE AN EMPLOYMENT CONTRACT OR MODIFICATION OF THE AT-WILL EMPLOYMENT RELATIONSHIP BETWEEN ME AND THE COMPANY. I ALSO UNDERSTAND THAT MY AT-WILL EMPLOYMENT STATUS WITH THE COMPANY MAY ONLY BE ALTERED IN AN INDIVIDUAL CASE OR GENERALLY IN A WRITING SIGNED BY THE OWNER, PRESIDENT OR CEO OF THE COMPANY.

I understand I may be required to qualify for employment based on additional employment criteria. For example, I may be required to take job-related tests; take a driver's examination; submit to a background investigation or take a pre-employment drug test. If I am offered employment or start work before any required test is completed, I understand that my employment is contingent on a satisfactory result on all

required tests. I authorize the release of any background check results and of any drug/alcohol test to any state or federal authority requesting such information and in response to a valid subpoena or other legal document. I agree to sign any additional forms necessary for pre-employment checks and/or tests to be conducted.

Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_