

# Application for Labor Employment

**RAOCAT RUBBER, INC.**

Raocat Rubber is a field service company serving the coal fields of West Virginia. This requires weekday work, night-shift work, and weekend work. Most of our jobs are scheduled in advance, but customers do have emergencies which we have to respond to as soon as possible. See Page 2 of application for wage information.

(Please print)

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

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

Home phone: \_\_\_\_\_ Cell phone: \_\_\_\_\_

Circle one

Have you ever been employed here before? Yes No

Are you legally eligible for employment in the United States? Yes No

Are you able to meet the attendance requirements of the position? Yes No

Have you been convicted of a crime in the last seven (7) years? Yes No

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

Date available for work: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Driver's License #: \_\_\_\_\_ State: \_\_\_\_\_

(A valid driver's license is required for employment)

A Pre-employment drug test is required for employment. Initial here to acknowledge: \_\_\_\_\_

## Employment History

Provide the following information

FROM:	TO:	EMPLOYER:	PHONE #:
JOB TITLE:	ADDRESS:		
SUPERVISOR & TITLE:	JOB RESPONSIBILITIES:		
REASON FOR LEAVING:	HOURLY RATE/SALARY:	START \$ _____	FINAL \$ _____
FROM:	TO:	EMPLOYER:	PHONE #:
JOB TITLE:	ADDRESS:		
SUPERVISOR & TITLE:	JOB RESPONSIBILITIES:		
REASON FOR LEAVING:	HOURLY RATE/SALARY:	START \$ _____	FINAL \$ _____
FROM:	TO:	EMPLOYER:	PHONE #:
JOB TITLE:	ADDRESS:		
SUPERVISOR & TITLE:	JOB RESPONSIBILITIES:		
REASON FOR LEAVING:	HOURLY RATE/SALARY:	START: \$ _____	FINAL: \$ _____

## Skills and Qualifications

Summarize any training, skills, licenses, and/or certificates that may qualify you as being able to perform job-related functions in the position for which you are applying:

## Educational Background

NAME and LOCATION	YEARS COMPLETED	YEAR GRADUATED	COURSE OF STUDY
High School:			
College:		Major/Degree:	
Other:			

## References

Name	Telephone	Years Known

\*I understand that if I am employed, any misrepresentation or material omission made by me on this application will be sufficient cause for cancellation of this application or immediate discharge from the employer's service whenever it is discovered.

\*I give the employer the right to contact and obtain information from all references, employers, educational institutions and to otherwise verify the accuracy of the information contained in this application. I hereby release from liability the employer and its representatives for seeking, gathering and using such information and all other persons, corporations, or organizations for furnishing such information.

\*The employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on the basis prohibited by local, state, or federal law.

\*This application is current for only 60 days. At the conclusion of this time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary to fill out a new application.

\*If I am hired, I understand that I am free to resign at any time, with or without cause and without prior notice, and the employer reserves the same right to terminate my employment at any time with or without cause and without prior notice except as may be required by law. This application does not constitute any agreement or contract for employment for any specified period or definite duration. I understand that no representative of the employer, other than an authorized officer, has the authority to make any assurances to the contrary. I further understand that any such assurances must be in writing and signed by an authorized officer.

\*I understand it is this company's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA.

\*I also understand that if I am hired, I will be required to provide proof of identity and legal work authorization.

\*I represent and warrant that I have read and fully understand the foregoing and seek employment under these conditions.

**Signature of Applicant:**

**Date:**

## Starting Wages:

Shop Time: \$13.00 per hour

Travel Time: \$13.00 per hour

Surface Jobs: \$19.50 per hour \*Overtime rate

\*Overtime rate is in effect from the moment you arrive on mine property until the time you leave mine property