

# MARIO'S



# TREE SERVICE

## Employment Application

Please print clearly

APPLICANT INFORMATION		
Name: _____ Middle Initial: _____ Last Name: _____		
Address _____ City _____ State _____ Zip Code _____ Apt# _____		
Phone Number _____ Driver's License Number _____ Class _____ State _____		
Are you over age 18? Yes ___ No ___	Can You Travel? Yes ___ No ___ If yes, How Far?	Will you Relocate? Yes ___ No ___
Are you currently employed? Yes / No If yes may we contact you current employer Yes ___ No ___		
Position Applied For: Office ___ Groundsperson ___ Apprentice ___ Equipment Operator ___ Sprayer ___ Trimmer/Climber ___ Foreperson ___ Other _____ YEARS OF EXPERIENCE: _____		
Have you work for Mario's Tree Service Inc., before? Yes ___ No ___ If yes: From _____ To: _____		
Job Title: _____ Region _____ Reason for leaving: _____ _____		
LIST PREVIOUS EMPLOYMENT FOR THE PAST THREE YEARS		
Name of last Employer: _____ From: _____ To: _____		
Address: _____ City: _____ State _____ Zip Code _____		
Reason for Leaving: _____ Job Title _____		
Job Duties _____		
Name of last Employer: _____ From: _____ To: _____		
Address: _____ City: _____ State _____ Zip Code _____		
Reason for Leaving: _____ Job Title _____		
Job Duties _____		
Name of last Employer: _____ From: _____ To: _____		
Address: _____ City: _____ State _____ Zip Code _____		
Reason for Leaving: _____ Job Title _____		
Job Duties _____		

**EDUCATION HISTORY**

Did you Graduate High School Yes \_\_\_ No \_\_\_ High School Name \_\_\_\_\_

Did you Attend college or Trade School? Yes \_\_\_ No \_\_\_ No. of Years \_\_\_\_\_ Did you graduate? Yes \_\_\_ No

Do you have any Experience, Trainings, qualifications, or skills that we should know, in case that they make especially suite working with us \_\_\_ Yes \_\_\_ No If Yes please explain \_\_\_\_\_

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

**REFERENCES**

List below two references who have knowledge of your work performance within the last three years.

Name \_\_\_\_\_ Phone Number \_\_\_\_\_

Occupation \_\_\_\_\_ Number of Years Acquainted \_\_\_\_\_

Name \_\_\_\_\_ Phone Number \_\_\_\_\_

Occupation \_\_\_\_\_ Number of Years Acquainted \_\_\_\_\_

**STATEMENT AND AUTHORIZATION TO RELEASE INFORMATION**

In considering my application for employment, Mario’s Tree Service Inc., may verify the information set forth on this application and obtain additional background information, including any criminal history. I authorized all persons, schools, companies, corporations, law enforcement agencies, and the Department of motor Vehicles (Driving Record Check) to supply any information concerning my background.

**\*If you have read and understand the statement above, please sign here:** \_\_\_\_\_

**CONDITIONS OF EMPLOYMENT**

I understand that if I am employed, any misrepresentation or omission of material facts on this application is sufficient cause for dismissal. I agree to conform to the rules and regulations of the company, and understand that if hired I will be a “terminable-at-will” employee, and that my employment and compensation can be terminated with or without cause and with or without notice, at the option of either the company or myself, except as may be modified by Terms of validly executed Bargaining Agreement. I further understand that no personnel recruiter or interviewer or other representative of the company other than the president of the company has any authority to enter into any agreement for employment for employment for any specified period of time. I also understand that my at-will relationship with the company cannot be modified or change during my employment except through a specified written and signed agreement by me and the representative of the company. *I understand that Mario’s Tree Service has a zero tolerance on the use of alcohol, drug substances and the use of creational marijuana during working hours or company premises, violating the company policy will result in immediate termination.*

**\*if you have read and understand the statement about, please date and sign here:** \_\_\_\_\_

\_\_\_\_\_  
**Your Signature**

**DATE**

I understand that this application is good for only ninety (90) day’s from today’s date. If I still desire a position with the company after this application expires, it will be my responsibility to fill out a new application and file it with the company. Otherwise, the company will not consider me for employment after the application expires.

\* \_\_\_\_\_  
**Your Signature**

\_\_\_\_\_  
**Date**

Print full name

Signature

Date

**PRIVACY NOTICE TO CALIFORNIA EMPLOYEES, JOB APPLICANTS, AND CONTRACTORS UNDER  
THE CALIFORNIA CONSUMER PRIVACY ACT  
REGARDING THE COLLECTION OF PERSONAL INFORMATION**

*Effective Date: January 26, 2023*

To our Employees, Job Applicants and Contractors:

For Mario’s Tree Service, Inc. (the “Company,” “we” or “us”), respecting the privacy of our employees, job applicants, and contractors, past and present, is an essential part of our privacy program. We are committed to the proper handling of the Personal Information collected or processed in connection with your employment with us. As a preliminary matter, we do not sell or otherwise disclose your personal information for monetary or other consideration to third parties. We provide the following notice to all Company employees, job applicants, and independent contractors residing in California.

This disclosure describes the categories of Personal Information we collect and the purposes for which we process that information in accordance with California Civil Code § 1798.100(a) of the California Privacy Rights Act (“CPRA”). The CPRA defines Personal Information as categories of information that identify, relate to, describe, or are reasonably capable of being associated with, or can reasonably be linked, directly or indirectly, to a particular individual or household.

The CPRA’s definition of Personal Information does not include: publicly available information lawfully made available to the general public from federal, state, or local government records (publicly available does not mean biometric information collected by a business about a consumer without the consumer’s knowledge) (information is not publicly available if that data is used for a purpose that is not compatible with the purpose for which the data is maintained and made available in the government records or for which it is publicly maintained); de-identified or aggregated consumer information; information excluded from the CCPA’s scope, like health or medical information covered by the Health Insurance Portability and Accessibility Act of 1966 (HIPAA), the California Medical Information Act (CMIA) or clinical trial data, or personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver’s Privacy Protection Act of 1994.

In connection with your application for employment or your employment with the Company, the Company has collected or may collect the following categories of Personal Information (as set forth in California Civil Code sections 1798.140(v)(1)(A) through (L), effective January 1, 2023):

Category	Examples	Collected Y/N	Sources of Collected Personal Information	Sold	Shared
A. Identifiers  (Cal. Civ. Code 1798.140(v)(1)(A))	Real name, alias, postal address, unique personal identifier, online identifier, Internal Protocol address, email address, account name, social security number, driver’s	Yes	You  Third Parties	No	Yes

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**THE CALIFORNIA CONSUMER PRIVACY ACT**

**REGARDING THE COLLECTION OF PERSONAL INFORMATION**

Category	Examples	Collected Y/N	Sources of Collected Personal Information	Sold	Shared
	license number, passport number or other similar identifiers.				
B. Personal information described in California Civ. Code § 1798.80(e) (the Customer Records statute)	Name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information in this category may overlap with other categories.	Yes	You  Third Parties (such as insurers)	No	Yes (with service providers or for reporting purposes)
C. Characteristics of protected classifications under California or federal law  Cal. Civ. Code 1798.140(v)(1)(C))	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or credit, marital status, medical condition (AIDS/HIV status, cancer), physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or	Yes	You  Third Parties (for information relating to employment)	No	Yes (with service providers or for government reporting)

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**THE CALIFORNIA CONSUMER PRIVACY ACT**

**REGARDING THE COLLECTION OF PERSONAL INFORMATION**

Category	Examples	Collected Y/N	Sources of Collected Personal Information	Sold	Shared
	childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information), political activities or affiliations, familial status, source of income status, status as a victim of domestic violence, assault, or stalking.				
D. Commercial information  (Cal. Civ. Code 1798.140(v)(1)(D))	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	No	N/A	N/A	N/A
E. Biometric information  (Cal. Civ. Code 1798.140(v)(1)(E) as defined in Cal. Civ. Code 1798.140(c))	An individual's genetic, physiological, biological or behavioral characteristics, including <i>information pertaining to</i> an individual's deoxyribonucleic acid (DNA) or activity patterns that can be used to establish individual identity, including images of the iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings, from which a faceprint, a	Yes (only to the extent that customer service calls may be recorded)	You	No	No

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**THE CALIFORNIA CONSUMER PRIVACY ACT**

**REGARDING THE COLLECTION OF PERSONAL INFORMATION**

Category	Examples	Collected Y/N	Sources of Collected Personal Information	Sold	Shared
	minutiae template, or a voiceprint, can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms, and sleep, health or exercise data that contain identifying information.				
F. Internet or other electronic network activity information  (Cal. Civ. Code 1798.140(v)(1)(F))	Browsing history, search history, and information regarding a consumer’s interaction with an Internet Web site, application, or advertisement.	Yes (for those accessing the internet on company devices)	Automatically	No	Yes (may be shared with third parties for analytics purposes)
G. Geolocation data  (Cal. Civ. Code 1798.140(v)(1)(G))	Physical location and/or movements.	Yes (for company owned vehicles or devices)	Automatically	No	Yes (with service providers or reporting to clients)
H. Sensory data  (Cal. Civ. Code 1798.140(v)(1)(H))	Audio, electronic, visual, thermal, olfactory, or similar information.	Yes (only for customer service calls, audiovisual surveillance of public spaces at company properties, and inside company vehicles)	Automatically  Third Parties	No	Yes (with service providers or reporting to clients)
I. Professional or employment related information	Current or past job history or performance evaluations	Yes	You  Third Parties (to verify prior employment)	No	No

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THE CALIFORNIA CONSUMER PRIVACY ACT  
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Category	Examples	Collected Y/N	Sources of Collected Personal Information	Sold	Shared
(Cal. Civ. Code 1798.140(v)(1)(I))					
J. Non-public education information (per the Family Educational Rights and Privacy Act – 20 U.S.C. § 1232g, 34 CFR Part 99)  (Cal. Civ. Code 1798.140(v)(1)(J))	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	Yes	You  Third Parties (including references)	No	No
K. Inferences drawn from other personal information  Cal. Civ. Code 1798.140(v)(1)(K))	Information used to create a profile about a consumer reflecting the consumer’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	Yes	You  Automatically (for device usage)	No	No
L. Sensitive Personal Information  (Cal. Civ. Code 1798.140(v)(1)(L))	Social security number, driver’s license number, account log-in, debit, or credit card number in combination with password or PIN, precise geolocation (less than 1850 sf radius), racial/ethnic origins, religious or philosophical beliefs, union membership, contents of e-mails or texts to others, genetic/biometric	Yes	You  Third Parties	No	Yes (with payroll vendor)

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Category	Examples	Collected Y/N	Sources of Collected Personal Information	Sold	Shared
	data, health information, sex life/sexual orientation data				

We use this information for the purposes stated below:

For Job Applicants:

- To recruit employees and contractors;
- To process your application for employment;
- To conduct employment-related background screening and/or reference checks;
- To send you correspondence and information relating to your application or your employment with the Company;
- To verify your identity, citizenship, or legal right to work for the Company, or to assist or cooperate with obtaining relevant immigration documents;
- To verify your educational background and/or degrees, certifications, or qualifications for the position you apply for;
- To verify your prior employment;
- To offer you employment with Company;
- For testing, evaluation and/or reporting metrics, including but not limited to aggregating or anonymizing such information for workforce analytics, data analytics, and benchmarking;
- To comply with applicable law or regulatory requirements, including legal requirements under state and federal law, law enforcement investigations or inquiries, as well as internal company reporting obligations, such as diversity, equity and inclusion initiatives and/or Equal Employment Opportunity Act reporting obligations;
- To detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, and prosecute those responsible for such activity;
- For quality assurance purposes, including call monitoring or customer service;
- To analyze the effectiveness of placement of job listings and job descriptions;
- For fraud prevention; and
- For internal research for technological development and demonstration.

For Employees, Contractors, and Past Employees/Contractors:

All of the above, plus:

- To track time and attendance;
- To administer employee benefits, such as medical, dental, commuter and retirement benefits, including the recording and processing of eligibility of dependents and beneficiaries, absence and



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leave monitoring, insurance and accident management, and rewards or discount programs offered to employees;

- To provide healthcare-related services, such as accommodations and/or services based on eligibility (e.g., disability, worker’s compensation, medical condition);
- To provide payroll, invoice, and tax services, including reimbursement for expenses, salary administration, payroll management, payment of expenses, payment of state and/or federal income taxes (if applicable), social security and unemployment taxes, and to administer other compensation-related payments, including bonuses and equity, if applicable;
- To conduct performance-related reviews, including performance appraisals, professional development, career planning, skills monitoring, job moves, promotions and staff re-structuring;
- To monitor work-related licenses and credentials and ensuring compliance, training, examination and other requirements are met with applicable regulatory bodies or governing agencies;
- To provide employees with other employment-related services, such as handling of employees’ claims, travel for the Company, or administration of separation from employment;
- To assist you in case of an emergency, including maintaining contact information for you, your partner or spouse, and/or your dependents in case of personal or business emergency;
- To maintain the safety and security of our employees, residents, tenants, contractors, visitors and others, including maintenance of security on Company websites, apps, intranets and/or extranets (such as monitoring email and internet access, and ensuring secure network access and data integrity), maintenance of physical security (including controlled entry to Company worksites and/or real estate assets), monitoring of worksite locations, and ensuring that employees, contractors and visitors comply with all applicable safety regulations;
- In connection with audiovisual surveillance of public spaces;
- For internal company directories;
- For video presentations, interviews and training materials, and/or web conferences within the scope of your employment or contract;
- For the tracking of Company-owned or Company-leased vehicles, computers, equipment, and devices, including, but not limited to, remote deletion of Company data on business or personal devices;
- For verification of proper use of Company resources;
- To facilitate a better working environment;
- To maintain commercial insurance policies and overages, including for workers’ compensation and other liability insurance; and
- For other purposes stated at or before the time of the collection of the information.

Further, please note that under the CPRA, we may use your personal information for Company business or other notified purposes, provided that the use of Personal Information is reasonably necessary and proportionate to achieve the operational purpose for which the Personal Information was collected or processed.

**Your Rights Under the CPRA**

Under the CPRA, you have several rights concerning the personal information collected by us. Upon the receipt of a verifiable employee request, we will use commercially reasonable efforts to honor your

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exercise the rights below, unless there is a business reason exception, or if your exercise of the rights is impossible or otherwise involves a disproportionate effort. We will let you know in writing if we are unable to process your request.

California residents have the following rights:

- To know the categories of personal information being collected about you, the purposes for which the categories of information are collected or used, and whether that information is sold or shared;
- To know if sensitive personal information is being collected about you, the categories of sensitive personal information being collected, the purposes for which the categories of sensitive personal information are collected or used, and whether the sensitive personal information is sold or shared;
- To know the length of time we intend to retain each category of personal information;
- To know whether your personal information is sold or disclosed and to whom;
- To access your personal information;
- To delete the information you have provided to us, with certain exceptions;
- To correct your personal information if it is inaccurate;
- To limit the use of your sensitive personal information;
- To reject automated decision making and profiling;
- To access information about automated decision making;
- To opt out of the sale or sharing of your personal information; and
- Not to be discriminated against, even if you exercise your privacy rights.

Please note that if we collected information about you for a single one-time transaction and do not keep that information in the ordinary course of business, that information will not be retained for purposes of a request under this section. In addition, if we have de-identified or anonymized data about you, we are not required to re-identify or otherwise link your identity to that data if it is not otherwise maintained that way in our records.

If you are a current employee, you are required to keep your personal information updated by calling Human Resources at (951) 833-2750.

If you have any questions regarding the collection of your Personal Information, please visit our website and review our Privacy Policy on our website at [www.mariostreeservice.net/privacy-policy](http://www.mariostreeservice.net/privacy-policy) or contacting [privacy@mariostreeservice.net](mailto:privacy@mariostreeservice.net).