

BRIGHTER HORIZONS RESIDENTIAL SERVICES, Inc.**1899 Hubbard Rd, Madison OH 44057****Application for Employment****PLEASE PRINT ALL
INFORMATION REQUESTED
EXCEPT SIGNATURE****440-417-1751 or 866-826-1806
www.brighterhorizonsinc.com**Hire Date _____
Start Date _____
Rate Of Pay _____*Administrative Use Only***APPLICANTS ARE SUBJECT TO A BACKGROUND CHECK, INCLUDING FINGERPRINTING**

				DATE _____	
Name _____					
Last		First		Middle	
Maiden (if applicable)					
Present address _____					
Number		Street		City	State Zip
Social Security # _____					
Home Telephone _____			Mobile Telephone (optional) _____		
Have you been a resident of the State of Ohio for the last five years? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Check which one that applies:			Days/hours available to work (check all that apply)		
<input type="checkbox"/> I am applying for full-time hours (38 hours or above per week)			No Pref _____ Thur _____		
<input type="checkbox"/> I am applying for part-time hours (less than 38 hours per week)			Mon _____ Fri _____		
<input type="checkbox"/> I am applying for PRN (as needed) hours.			Tue _____ Sat _____		
			Wed _____ Sun _____		
Have you ever applied @ Brighter Horizons? <input type="checkbox"/> Yes <input type="checkbox"/> No					
				Are you available to work evenings? _____	
				Overnight shifts? _____	
What day are you available to begin working for BHRS, Inc.? _____					
*Please be aware that your schedule is always subject to change based on the needs of the consumers we support. Also, if hired, you will be an employee of BHRS, Inc., and not an employee of the individual site or consumer. You may be expected to work at more than one site.					

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (City & State)	NUMBER OF YEARS COMPLETED	Major & Degree
High School				
College				
Bus. or Trade School				
Professional School				

Use the space below to summarize additional information necessary to describe your full qualifications for the specific position for which you are applying.

Minimum Requirements

Direct Care Staff

****MINIMUM REQUIREMENTS FOR EMPLOYMENT:** (indicate with a (✓) if these requirements are met)

_____ Proof of High school diploma or GED certificate.

_____ Acceptable/safe driving record as judged by Brighter Horizons Residential Services, Inc. and our automobile insurance carrier and as determined by a check with the Bureau of Motor Vehicles.

_____ Current Valid Ohio driver's license and automobile liability insurance. Please provide Drivers License # _____

_____ Personal automobile and willingness to use personal vehicle to transport consumers.

_____ Need to be able to be reached by telephone, especially those staff hired for part-time and/or substitute hours.

_____ Availability to attend all required trainings including but not limited to; CPR/First Aid training, Behavior Management training, and Medication Administration training.

_____ Physical Job Demands:

- Lifting a consumer from floor to chair, in/out of bathtubs, etc. is an essential job function in some direct care assignments. Are you able to perform this job function? Yes _____ No _____
- There is the possibility of physical aggression directed towards staff, i.e., kicking, pushing, scratching, etc. Do you anticipate having a problem dealing with these types of behaviors? Yes _____ No _____

**By signing this document you are verifying that the above answers are true and acknowledging your understanding of requirements of a direct care staff member.*

Applicant Signature

Date

Applicant name (Please Print)

Verification of Compliance with Employment Requirements and Authorization to Conduct Criminal Background Checks

As a condition of employment, I do verify that I have not been convicted or pleaded guilty to any of the offenses listed in the Rule 5123:2-2-02, including but not limited to, any of the offenses listed as Attachment A, attached and incorporated herein by reference, or of any other offense which bears a direct or substantial relationship to the duties or responsibilities of the position being filled. I am aware that should Brighter Horizons Residential Services, Inc. be informed through criminal background progress that I have been convicted of or pleaded guilty to any of these offenses listed in Rule 5123:2-2-or any of the offenses which bears a direct and substantial relationship to the duties and responsibilities of the position being filled, my employment shall be immediately terminated in accordance with the law.

I hereby authorize BHRS, Inc. access to requested criminal background information in accordance with the Ohio Rule 5123:2-2-02. Such authorization shall remain in effect until the receipt of the background investigation from the Bureau of Criminal Investigation and Identification, The Federal Bureau of Investigation (if required), or any other applicable state or federal agency.

I also agree to inform the BHRS, Inc. office and my immediate supervisor if I am ever formerly charged with any offense listed in the Rule 5123:2-2-02, or any of the offenses which bears a direct and substantial relationship to the duties and responsibilities of the position being filled. This incident must be reported within 14 days of the charge, conviction, or guilty plea. Failure to report such charges may result in dismissal from employment.

Signature of Employee

Date

Name (please print)

Social Security Number

Attestation and Agreement to Notify Employer

I hereby attest that I have not been convicted of or pleaded guilty to any of the disqualifying offenses listed below and agree that I will notify Brighter Horizons Residential
(Employer's Name)
within 14 calendar days, if while employed I am formally charged with, am convicted of, or plead guilty to one of the disqualifying offenses. I understand that failure to make this notification may result in termination of employment.

(Applicant's Signature)

(Date Signed)

(Applicant's Name Printed)

Tier 1 Disqualifying Offenses (Permanent Exclusion):

2903.01 (aggravated murder)
2903.02 (murder)
2903.03 (voluntary manslaughter)
2903.11 (felonious assault)
2903.15 (permitting child abuse)
2903.16 (failing to provide for a functionally impaired person)
2903.34 (patient abuse and neglect)
2903.341 (patient endangerment)
2905.01 (kidnapping)
2905.02 (abduction)
2905.32 (human trafficking)
2905.33 (unlawful conduct with respect to documents)
2907.02 (rape)
2907.03 (sexual battery)
2907.04 (unlawful sexual conduct with a minor, formerly corruption of a minor)
2907.05 (gross sexual imposition)
2907.06 (sexual imposition)
2907.07 (importuning)
2907.08 (voyeurism)
2907.12 (felonious sexual penetration)
2907.31 (disseminating matter harmful to juveniles)
2907.32 (pandering obscenity)
2907.321 (pandering obscenity involving a minor)
2907.322 (pandering sexually oriented matter involving a minor)
2907.323 (illegal use of minor in nudity-oriented material or performance)

2909.22 (soliciting/providing support for act of terrorism)
2909.23 (making terrorist threat)
2909.24 (terrorism)
2913.40 (Medicaid fraud)
2923.01 (conspiracy) when the underlying offense is any of the offenses or violations on this list
2923.02 (attempt) when the underlying offense is any of the offenses or violations on this list
2923.03 (complicity) when the underlying offense is any of the offenses or violations on this list
A conviction related to fraud, theft, embezzlement, breach of fiduciary responsibility, or other financial misconduct involving a federal or state-funded program, excluding the disqualifying offenses set forth in section 2913.46 of the Revised Code (illegal use of supplemental nutrition assistance program [SNAP] or women, infants, and children [WIC] program benefits).
A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.

Tier 2 Disqualifying Offenses (Ten-Year Exclusion):

2903.04 (involuntary manslaughter)
2903.041 (reckless homicide)
2905.04 (child stealing) as it existed prior to July 1, 1996
2905.05 (criminal child enticement)
2905.11 (extortion)
2907.21 (compelling prostitution)
2907.22 (promoting prostitution)
2907.23 (enticement or solicitation to patronize a prostitute, procurement of a prostitute for another)
2909.02 (aggravated arson)
2909.03 (arson)
2911.01 (aggravated robbery)
2911.11 (aggravated burglary)
2913.46 (illegal use of supplemental nutrition assistance program [SNAP] or women, infants, and children [WIC] program benefits)
2913.48 (workers' compensation fraud)
2913.49 (identity fraud)
2917.02 (aggravated riot)
2923.01 (conspiracy) when the underlying offense is any of the offenses or violations on this list
2923.02 (attempt) when the underlying offense is any of the offenses or violations on this list
2923.03 (complicity) when the underlying offense is any of the offenses or violations on this list
2923.12 (carrying concealed weapon)
2923.122 (illegal conveyance or possession of deadly weapon or dangerous ordnance in a school safety zone, illegal possession of an object indistinguishable from a firearm in a school safety zone)
2923.123 (illegal conveyance, possession, or control of deadly weapon or dangerous ordnance into courthouse)
2923.13 (having weapons while under disability)
2923.161 (improperly discharging a firearm at or into a habitation or school)
2923.162 (discharge of firearm on or near prohibited premises)
2923.21 (improperly furnishing firearms to minor)
2923.32 (engaging in pattern of corrupt activity)
2923.42 (participating in criminal gang)
2925.02 (corrupting another with drugs)
2925.03 (trafficking in drugs)
2925.04 (illegal manufacture of drugs or cultivation of marihuana)
2925.041 (illegal assembly or possession of chemicals for the manufacture of drugs)
3716.11 (placing harmful objects in food or confection)
A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.

Tier 3 Disqualifying Offenses (Seven-Year Exclusion):

959.13 (cruelty to animals)
959.131 (prohibitions concerning companion animals)
2903.12 (aggravated assault)
2903.21 (aggravated menacing)
2903.211 (menacing by stalking)
2905.12 (coercion)
2909.04 (disrupting public services)
2911.02 (robbery)
2911.12 (burglary)
2913.47 (insurance fraud)
2917.01 (inciting to violence)
2917.03 (riot)
2917.31 (inducing panic)
2919.22 (endangering children)
2919.25 (domestic violence)
2921.03 (intimidation)
2921.11 (perjury)
2921.13 (falsification, falsification in theft offense, falsification to purchase firearm, or falsification to obtain a concealed handgun license)
2921.34 (escape)
2921.35 (aiding escape or resistance to lawful authority)
2921.36 (illegal conveyance of weapons, drugs, or other prohibited items onto grounds of detention facility or institution)
2923.01 (conspiracy) when the underlying offense is any of the offenses or violations on this list
2923.02 (attempt) when the underlying offense is any of the offenses or violations on this list
2923.03 (complicity) when the underlying offense is any of the offenses or violations on this list
2925.05 (funding of drug or marihuana trafficking)
2925.06 (illegal administration or distribution of anabolic steroids)
2925.24 (tampering with drugs)
2927.12 (ethnic intimidation)
A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.

Tier 4 Disqualifying Offenses (Five-Year Exclusion):

2903.13 (assault)
2903.22 (menacing)
2907.09 (public indecency)
2907.24 (soliciting after positive human immunodeficiency virus test)
2907.25 (prostitution)
2907.33 (deception to obtain matter harmful to juveniles)
2911.13 (breaking and entering)
2913.02 (theft)
2913.03 (unauthorized use of a vehicle)
2913.04 (unauthorized use of property, computer, cable, or telecommunication property)
2913.05 (telecommunications fraud)

2913.11 (passing bad checks)
2913.21 (misuse of credit cards)
2913.31 (forgery, forging identification cards)
2913.32 (criminal simulation)
2913.41 (defrauding a rental agency or hostelry)
2913.42 (tampering with records)
2913.43 (securing writings by deception)
2913.44 (personating an officer)
2913.441 (unlawful display of law enforcement emblem)
2913.45 (defrauding creditors)
2913.51 (receiving stolen property)
2919.12 (unlawful abortion)
2919.121 (unlawful abortion upon minor)
2919.123 (unlawful distribution of an abortion-inducing drug)
2919.23 (interference with custody)
2919.24 (contributing to unruliness or delinquency of child)
2921.12 (tampering with evidence)
2921.21 (compounding a crime)
2921.24 (disclosure of confidential information)
2921.32 (obstructing justice)
2921.321 (assaulting/harassing police dog or horse/service animal)
2921.51 (impersonation of peace officer)
2923.01 (conspiracy) when the underlying offense is any of the offenses or violations on this list
2923.02 (attempt) when the underlying offense is any of the offenses or violations on this list
2923.03 (complicity) when the underlying offense is any of the offenses or violations on this list
2925.09 (illegal administration, dispensing, distribution, manufacture, possession, selling, or using any dangerous veterinary drug)
2925.11 (drug possession other than a minor drug possession offense)
2925.13 (permitting drug abuse)
2925.22 (deception to obtain dangerous drugs)
2925.23 (illegal processing of drug documents)
2925.36 (illegal dispensing of drug samples)
2925.55 (unlawful purchase of pseudoephedrine product)
2925.56 (unlawful sale of pseudoephedrine product)
A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.

Work Experience Please list your work experience the past five years, beginning with your most recent employer. If you were self-employed, please indicate so. Attach resume or additional former employers.

Employer Address	Name of last supervisor	Employment dates	Pay or salary
Telephone #		From To	Start Final
Your last job title			
Reason for leaving (be specific)			
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.			

Employer Address	Name of last supervisor	Employment dates	Pay or salary
Telephone #		From To	Start Final
Your last job title			
Reason for leaving (be specific)			
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.			

Employer Address	Name of last supervisor	Employment dates	Pay or salary
Telephone #		From To	Start Final
Your last job title			
Reason for leaving (be specific)			
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.			

May we contact your present employer? ☐ Yes ☐ No If yes, telephone # _____

Did you complete this application yourself? ☐ Yes ☐ No If not, who did? _____

Please list **two** references *other than relatives, previous employers or current employees of BHRS, Inc.*

Name _____

Name _____

Address _____

Address _____

Telephone # _____

Telephone # _____

Application Form Waiver – Please read carefully

In exchange for the consideration of my job application by Brighter Horizons Residential Services, Inc. (hereinafter called "BHRS, Inc"), I agree that:

The facts set forth in my application are true and complete. I understand that, if employed, false statements on this application will be considered sufficient cause for dismissal.

I hereby authorize BHRS, Inc. or its agents to make an investigation of my employment and personal history through any investigative or credit agencies of its choice.

I also understand that neither this application nor a commitment of employment by BHRS, Inc. constitutes a contract of employment. If a contract is to exist, that document will be executed in writing by BHRS, Inc.

I understand that this application for employment is valid for no more than 60 days. After that, I must resubmit an application in order to be considered for positions at BHRS, Inc.

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time to time, or other BHRS, Inc. practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of Brighter Horizons Residential Services, Inc., or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by the President /General Manager of BHRS, Inc.. Both the undersigned and Brighter Horizons Residential Services, Inc. may end the employment relationship at any time, in accordance with BHRS, Inc. policy and procedures. If employed, I understand that BHRS, Inc. may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits or pay.

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. I hereby give BHRS, Inc. permission to contact schools, previous employers (unless otherwise indicated), references, and others, and hereby release BHRS, Inc. from any liability as a result of such contract.

I also understand that: (1) BHRS, Inc. is required to obtain fingerprints and background information as required by local, state and federal authorities; (2) consent to and compliance with such policy is a condition of my employment; and (3) upon employment, I will notify BHRS, Inc. of any arrests or convictions that may subsequently occur within 14 days of such event. Failure to do so or falsification of background information may result in immediate termination of employment.

I further understand that my employment with BHRS, Inc. shall be probationary for a period of ninety (90) days, and further that at any time during the probationary period or thereafter, my employment relation with BHRS, Inc. is terminable at will for any reason by either party.

Signature of applicant _____ Date: _____

BHRS, Inc. is an equal employment opportunity employer. We adhere to a policy of making employment decisions without regard to race, color, religion, sex, national origin, citizenship, age or disability. We assure you that your opportunity for employment with BHRS, Inc. depends solely on your qualifications.