



EMPLOYMENT APPLICATION

Applicant Name: _____
Last First Middle

Current Address: _____
Street Apt. City

_____ County State Zip

Home Phone: _____ Work Phone: _____

Cell Phone: _____ Email address: _____

EMPLOYMENT ELIGIBILITY

Federal laws require that employers hire only individuals who are authorized to be employed lawfully in the United States. In compliance with such laws, Superior will verify the employment status of every individual offered employment with the Company. Therefore, all offers of employment are subject to verification of the applicant's identity and employment. It will be necessary for you to provide such verification documents as are required by law.

Are you authorized to work in the United States? YES NO

If you are under 18 years of age, can you show proof of work eligibility? YES NO

POSITION

Position applying for: _____

Are you applying for: FULL-TIME PART-TIME AS NEEDED

Are you available to work: MORNINGS EVENINGS WEEKENDS

Are you available to work overtime (including weekends), if necessary? YES NO

Desired Salary: _____ Date available to start: _____

How were you referred to Superior? _____

Name(s) of any relatives that work for Superior, if any: _____

Have you ever applied for employment with us? YES NO

If YES, when? _____ At which location? _____

Have you ever been employed by us? YES NO

If YES, when? _____ At which location? _____

Are you currently employed? YES NO

If YES, may we contact your current employer? YES NO

Are you currently on "lay-off" status and subject to recall? YES NO

Superior Mechanical is an equal opportunity employer

All applications for employment will be considered without regard to race, color, religion, gender, national origin, age, disability or veteran status, or any other legally protected status.

APPLICANT NAME: _____

| EDUCATION | | | | | |
|-------------------------|----------------------|------|---------------|--------|----------|
| NAME CITY, STATE | DID YOU GRADUATE? | YEAR | MAJOR / MINOR | DEGREE | GPA/RANK |
| HIGH SCHOOL | | N/A | N/A | N/A | N/A |
| COLLEGE (Undergraduate) | | | | | |
| POST COLLEGE (Graduate) | | | | | |
| TECHNICAL SCHOOL | | | | | |

EMPLOYMENT HISTORY

*Please complete in detail. Failure to provide complete information (addresses, dates, etc.) will result in processing delays.
 (List employers for the past 10 years beginning with the most recent. Please use an additional sheet if more space is required.)*

| NAME OF COMPANY | ADDRESS | PHONE NUMBER | SUPERVISOR'S NAME | DATES: FROM-TO | POSITION(S) HELD | RESPONSIBILITIES AND DUTIES | REASON FOR LEAVING | SALARY: BEGIN-END |
|-----------------|---------|--------------|-------------------|-------------------|---------------------|-----------------------------|--------------------|----------------------|
| 1 | | | | | | | | |
| 2 | | | | | | | | |
| 3 | | | | | | | | |
| 4 | | | | | | | | |
| 5 | | | | | | | | |

APPLICANT NAME: _____

MILITARY SERVICE

Have you served in the United States Armed Forces? YES NO
Highest rank obtained _____ Rank at Discharge _____
Type of Discharge _____ Date of Discharge _____

MISCELLANEOUS

Are you willing to travel (Check one of the following):
 75+% 51-74% 25-50% Occasionally None at all

Describe any specialized training, apprenticeships, skills and extracurricular activities:

List any foreign languages that you speak, read, and/or write and the level of proficiency that you have:

BACKGROUND

Applicants in CA answer questions 1 and 2 only. Applicants in IL, MA, NY and RI answer question 1 only. Upon completion, proceed to the Driving History Section. HI and WI applicants proceed directly to the Driving History Section. All other applicants must answer all questions.

A history of arrests or convictions will not necessarily disqualify an applicant from employment.

- 1. Have you been convicted of a felony or serious misdemeanor, including but not limited to DUI or DWI, within the past 7 years? YES NO
- 2. Have you recently been charged with a crime for which trial is pending? YES NO
- 3. Have you ever been arrested? YES NO
- 4. Have you ever plead no contest or *nolo contendere* to a crime? YES NO
- 5. Has a court ever entered an order withholding adjudication or entered an order suspending a criminal sentence against you? YES NO

If you answered YES to any question above, describe the nature of each offense, and state the final disposition and the disposition date of the offense.

DRIVING HISTORY

Driver's License Number: _____ State _____

- 1. Have you ever been denied a license, permit or privilege to operate a motor vehicle? YES NO
- 2. Has a motor vehicle operator's license, permit or privilege ever been suspended or revoked? YES NO

If you answered YES to any question above, please explain in detail the circumstance resulting in the denial, revocation or suspension and the dates of each incident.

APPLICANT NAME: _____

AGREEMENT

I understand that I am applying for employment with Superior Mechanical. I understand that if I am hired, I will be an employee of Superior, with a community of interests specific to the division to which I may be assigned. In consideration for potential employment, I agree to conform to the rules of Superior and I agree to provide written acknowledgment of receipt of such rules as may be given from time to time. _____ (initial)

I understand that Superior requires certain information about me to evaluate my qualifications for employment. Subject to applicable law, I understand that the Company will investigate whether I have a criminal record and will investigate my driving record. I give Superior permission to make such inquires. _____ (initial)

I also understand that Superior's background investigation of each applicant may result in the preparation of an investigative consumer report that would include information as to my character, general reputation, personal characteristics, financial responsibility and credit history. I understand that I have a right to make a written request within a reasonable time after completion of such report to receive additional detailed information about the nature and scope of this investigative consumer report. _____ (initial)

I hereby release Superior and any persons, company or institution that provides Superior with information from any and all liability for any damages that may result from the investigation, use or disclosure or such information. _____ (initial)

I understand that this application will be considered active for a period of 48 HOURS. _____ (initial)

Subject to applicable law, I also agree to submit to test(s) for the presence of illegal substance use upon notice by the Company, including such testing as may be required as a component of this application for employment. I understand and agree that failure to appear in a timely manner for any such test(s), or a positive test result, will constitute automatic revocation of my application for employment. I also understand that any attempt to adulterate, or in any manner alter, test samples or results will also be grounds for the immediate revocation of any consideration for employment with Superior. _____ (initial)

I understand that I have a right to terminate my employment at any time with or without notice, with or without cause, and that Superior has an identical right to end the employment relationship. I understand that my employment by this Company does not constitute a guarantee that any position be constituted for any length of time or that any job or shift to be permanent. I understand that no one other than the President of Superior has the authority to make any other agreement, and that agreement must be in writing and signed for it to be binding on the Company. _____ (initial)

I understand that Superior will attempt to verify statements made on my application and made during my employment interview. I represent to Superior that the information disclosed in my resume, employment application and supporting documents is complete and true. I acknowledge and understand that any misrepresentation or omission may preclude an employment offer, may result in the withdrawal of any employment offer, or may result in my immediate termination from Superior. _____ (initial)

Superior is an equal opportunity employer and will not discriminate against any employee or applicant in any manner prohibited by law. No question on this application is intended to secure information to be used for any purpose contrary to this policy. If I feel that I have been unfairly treated or discriminated against for any reason, I will call the President of Superior at (727) 548-1711 so that the Company can address my concerns. _____ (initial)

Complete Signature of Applicant: _____ Date: _____

OFFICE USE ONLY

Interviewer: _____

Hiring Supervisor: _____

Date: _____

Starting Date: _____

Remarks: _____

Department: _____

Rate: _____