

FRANK'S PAVING is an equal opportunity employer. This application will not be used for limiting or excluding any applicant from consideration for employment based on gender, age, race, color, pregnancy, genetic information, marital status, sexual orientation, religion, national origin, citizenship status, physical or mental disability, political affiliation, service in the Armed Forces of the United States, status as a veteran or special disabled veteran, or any other characteristic protected by federal, state, or local law. Please print and fill out all sections:

PERSONAL INFORMATION

Last Name		First Name		Middle Name		Today's Date	
Home Address						Home Phone	
Former Names-Maiden	Fax Number	Cell Number	Email Address				

EDUCATION

School or Institute and location	Degree and/or Designation	Major	Minor
High School			
College			
Graduate School			
Other (Trade/Technical/Licensures/Certifications)			

WORK HISTORY Begin with present position

From (mm/yr)	From (mm/yr)	Company Name & Address	Position	Pay Rate- Start	Pay Rate- End	Supervisor Name & Phone Number	May We Contact This Employer?

PROFESSIONAL REFERENCES Please list at least three professional references. Include one from each recent organization in which you have worked or studied.

Name	Relationship	Company and Address	Position	Phone

Eligibility to Work:

Are you eligible to work in the United States?	Yes	No	If No, Describe					Salary Range	Salary Range	
Desired Position		Position (Option 2)			Position (Option 3)					
Department(s) or Unit Experience										
Days Available to work- Check All that Apply	Mon	Tues	Wed	Thur	Fri	Sat	Sun	Full Time	Part Time	PRN (as Needed)
Shift Preferences- Check All that Apply	Day	Evening	Nights	8 Hour Shifts		Overtime		Other		

APPLICANT'S CONSENT

Applicant please read the following carefully before signing:

Client Company

I hereby voluntarily and without duress agree to all the following terms. Any term listed below not in compliance with applicable laws will be void, but in no way affects, any other terms or conditions.

1. Immigration Reform and Control Act

Pursuant to the Immigration Reform and Control Act of 1986, all applicants upon hire must produce documents, which are specified by the Federal Government, establishing their identity and authorization for employment in the United States. These documents must be provided to a designated employer representative no later than seventy-two (72) hours after commencement of employment. New employees will be required to complete and sign Form I-9 (issued by the Federal Government) verifying under oath employment authorization on the first day of employment.

Acknowledged: _____ (initials)

2. Application

I certify that the information provided on this Application and any other materials submitted to support this application are correct and complete. I understand and agree that any false statements or material omissions may disqualify me from further consideration for employment or may result in termination of employment in the future. I also understand that I am obligated to update the information provided by me in my application if it changes.

Acknowledged: _____ (initials)

3. Background Information

I authorize the **FRANK'S PAVING** to investigate my background and qualifications, including but not limited to educational, employment, military, DMV, and criminal backgrounds, for purposes of evaluating whether I am qualified for the position for which I am applying. I understand that the **FRANK'S PAVING** may also utilize outside firms (inclusive of state agencies if applicable) to perform such background checks and I specifically authorize such an investigation by information services, outside entities and/or state agencies determined to be appropriate in **FRANK'S PAVING's** sole discretion. I further agree to cooperate in such investigation and I release from all liability and responsibility the **FRANK'S PAVING**, its affiliates, directors, officers, employees, and agents and all other persons or entities requesting and/or supplying information for the investigation. I understand that I may withhold my permission and that in such case, no investigation will be performed, and my application for employment will not be processed further.

Acknowledged: _____ (initials)

According to the Fair Credit Reporting Act, I will be notified by authorized representative of **FRANK'S PAVING**, if employment is denied because of information obtained from a consumer reporting agency background investigation.

Additionally, I understand that if requested in writing, within 60 days I will be given a full and accurate disclosure as to the nature and substance of all information provided to **FRANK'S PAVING**. I further understand that residents of California will automatically receive a copy of the report within 7 days of its delivery to the employer. I understand that residents of all other states will automatically receive a copy of the report if an adverse action is taken regarding the employment application, or upon request as outlined above.

Acknowledged: _____ (initials)

4. Pre-Employment Drug and Physical Examination Tests

I understand that it is the policy of **FRANK'S PAVING** to conduct controlled substance abuse urine specimen testing for job applicants for the purpose of detecting controlled substance abuse. I further understand that one of the requirements for consideration of employment is the satisfactory passing of a drug test. I agree and consent to submit to this test as part of the regular pre-employment screening conducted by **FRANK'S PAVING**, and I understand that a favorable test result does not automatically guarantee that I will receive employment.

I also understand that I will be required to undergo a physical examination wherein the physician of Frank's Paving's choosing will assess my abilities to perform the essential functions of my job at Frank's Paving's expense. Frank's Paving will not receive the results of the physical examination but will receive information from the physician as to whether I am physically able to perform the essential job functions. Should I be unable to perform the job functions based on the physician's examination, I will not be eligible for hire. Should I be unable to perform the job functions and believe that a reasonable accommodation shall allow me to perform my job functions, I understand that I must bring this to Frank's Paving's attention. Frank's Paving will engage in an interactive process with me to determine whether there are effective reasonable accommodations which will not impose an undue hardship on Frank's Paving.

I hereby expressly grant consent to **FRANK'S PAVING**, supervisor and the performance/ diagnostic clinic, along with their employees, agents, officers and directors, to release to **FRANK'S PAVING** the results of said urine specimen testing, so that I may qualify for such employment consideration. Furthermore, I hereby expressly give the Clinic the right to dispose of any urine sample presented to them that appears to be adulterated, and to contact the employer immediately. I also understand that controlled substance abuse urine specimen testing is not an exact science, and I hereby expressly release and hold harmless the performance and diagnostic clinic for any false positives or false negatives that may appear in said testing.

Acknowledged: _____ (initials)

5. Pre-Employment Physical Examination

Applicant Signature

Date