

APPLICATION FOR EMPLOYMENT

Thank you for your interest in applying for a job with **Ray Gidich Heating & A/C, Inc.**. Because of our commitment to offering the highest possible satisfaction to our customers, we are only interested in hiring the best. We want to have a complete understanding of your qualifications, motivations and interests, so that we can make careful and deliberate hiring decisions that will benefit both **Ray Gidich Heating & A/C, Inc.** and our employees. Please answer the following questions honestly, completely and thoughtfully. This application must be completed in full, even if you are attaching a resume. **Incomplete applications will not be considered.** **Ray Gidich Heating & A/C, Inc.** is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, pregnancy, military status, national origin, ancestry, age, veteran status, disability, genetic information or any other legally-protected classification.

Date of Application

PERSONAL INFORMATION

Name: _____
Last Name First Name Middle Initial

Address _____
Street

City State Zip Code

Telephone: (_____) _____ If you are under 18 years of age, do you have a work permit? Yes _____ No _____
Area Code Number

If you have ever worked under another name, please identify:

YOUR JOB INTERESTS

Position Desired: _____ Date you can start work _____

What starting salary or wage do you expect: \$ _____/hr \$ _____/wk \$ _____/month

Are you available for full-time work? Yes _____ No _____ Are you available for part-time work: Yes _____ No _____

Are you willing to work any shift: Yes _____ No _____ If no, what shift(s) are you willing to work? _____

Are there any days and/or times of the week when you would not be available to work? Please specify: _____

How did you learn of this job opening?

Have you ever worked for this Company before? Yes _____ No _____ When? _____ Who was your supervisor? _____

Why did you leave? _____ Do you know anyone who works here? Yes _____ No _____ Who? _____

Have you applied to work with us before? Yes _____ No _____ When? _____

YOUR EDUCATION AND TRAINING

Please Circle Highest Grade Completed:

1 2 3 4 5 6 7 8
Grade School

9 10 11 12
High School

1 2 3 4 5
College

1 2 3 4
Trade/Tech

What was the last school you attended?

Did you graduate? _____

What degree(s) have you achieved? _____

What extracurricular activities did you participate in, or special skills did you acquire, at the above-circled school(s) that might be helpful with the job for which you are applying? _____

3. Next Previous Employer:

Address: _____

Kind of Business: _____ Phone: _____

Starting Position: _____ Pay:\$ _____

Final Position: _____ Pay\$ _____

Dates Employed: From: _____ To: _____ Name and Title of Supervisor: _____
month/year month/year

Description of Your Work and Responsibilities: _____

Reason for Leaving: _____

Will you receive a satisfactory reference from this employer? Yes _____ No _____ If "No," please explain: _____

4. Next Previous Employer:

Address: _____

Kind of Business: _____ Phone: _____

Starting Position: _____ Pay:\$ _____

Final Position: _____ Pay\$ _____

Dates Employed: From: _____ To: _____ Name and Title of Supervisor: _____
month/year month/year

Description of Your Work and Responsibilities: _____

Reason for Leaving: _____

Will you receive a satisfactory reference from this employer? Yes _____ No _____ If "No," please explain: _____

Please use additional sheets as necessary for additional employment information.

PERSONAL INFORMATION

If you are hired, can you submit verification of your legal right to work in the United States (e.g., driver's license, passport, visa, green card)?
Yes _____ No _____

Have you ever been discharged or asked to resign by an employer? Yes _____ No _____ If yes, please explain: _____

A record of criminal conviction will not necessarily be a bar to employment, since Ray Gidich Heating & A/C, Inc. will consider factors such as the position for which you are applying, the age and time of the offense, when it occurred, the nature and seriousness of the violation, and the evidence of rehabilitation in making any employment decision.

Have you ever pled no contest, nolo contendere, or guilty to a crime, or been convicted of a crime (other than minor traffic violations or matters that have been expunged or sealed)? Yes _____ No _____ If your answer is yes, please explain: _____

Please complete this section if the job for which you are applying might require you to drive Company vehicles.

Do you have a valid driver's license? Yes _____ No _____ License number and state: _____

Have you had any accidents in the last five years? Yes _____ No _____ If yes, please give details: _____

Have you been cited for any moving violations in the last five years? Yes _____ No _____

Has your driver's license ever been suspended, revoked, denied or cancelled? Yes _____ No _____

If yes, please explain: _____

YOUR MILITARY EXPERIENCE

Completing this section of the application is optional. Leave this area blank if you do not wish to answer.

Have you ever been in the United States Armed Services?

Yes _____ No _____ What branch?

Describe any skills you acquired in the Service that would be useful to the job for which you are applying: _____

YOUR REFERENCES

List the names of any professional references who have known you for at least three years. Please do not list relatives or employers.

1. Name: _____ Occupation: _____

Address: _____ City: _____ Phone: _____

Relationship to Applicant:

2. Name: _____ Occupation: _____

Address: _____ City: _____ Phone: _____

Relationship to Applicant:

3. Name: _____ Occupation: _____

Address: _____ City: _____ Phone: _____

Relationship to Applicant:

PLEASE READ THE FOLLOWING PARAGRAPHS CAREFULLY BEFORE SIGNING AND INITIALING AFTER EACH PARAGRAPH

By signing below and initialing after each paragraph, I certify that I have read, understand and agree to each of the following statements:

All of the information I have supplied on this application is true, accurate and complete, to the best of my knowledge, and I have not knowingly withheld any information that, if known to Ray Gidich Heating & A/C, Inc., would affect my application unfavorably. If I am hired by Ray Gidich Heating & A/C, Inc., and if Ray Gidich Heating & A/C, Inc. discovers at any time during my employment that any of the statements or answers on this application are false, misleading or incomplete, I may be dismissed immediately from my job.

(Initial Here)

This employment application will be considered active for ninety (90) days from the date below. If I want to be considered for a job with Ray Gidich Heating & A/C, Inc. after this period of time I must fill out another application. If hired, I understand that this application becomes part of my official employment record. In consideration of my employment with Ray Gidich Heating & A/C, Inc., I agree to abide by all Ray Gidich Heating & A/C, Inc.' rules and regulations.

(Initial Here)

If I am extended an offer of employment, I agree to submit to a medical examination that may include testing for drugs or alcohol prior to beginning work with Ray Gidich Heating & A/C, Inc. and I understand that any offer of employment is conditioned upon passing such medical examination and/or testing. I understand that if I am employed by Ray Gidich Heating & A/C, Inc., I may be required, when job related and consistent with Ray Gidich Heating & A/C, Inc. business needs, to undergo a medical examination. I further understand that I may be required to submit to an alcohol or drug test at any time.

(Initial Here)

I understand that nothing in this employment application creates a contract of employment between Ray Gidich Heating & A/C, Inc. and me. If I am hired by Ray Gidich Heating & A/C, Inc., my employment and compensation are "at will," which means that my employment can be terminated, either by Ray Gidich Heating & A/C, Inc. or me, with or without cause, and with or without notice. I understand that no manager or supervisor has the authority to make any employment agreement with me, either orally or in writing, that is not an at-will agreement. Only the President of Ray Gidich Heating & A/C, Inc. has the authority to enter into an employment agreement with me for any specified period of time.

(Initial Here)

I agree to release to Ray Gidich Heating & A/C, Inc. or its designated agents, all medical information, including but not limited to files, reports, x-rays, evaluations and opinions held by medical personnel, to the extent such information is job-related and consistent with Ray Gidich Heating & A/C, Inc.' business needs, and agree to execute the necessary HIPAA-compliant release. I acknowledge that this is a general release and that if hired, it remains in effect for the duration of my employment.

(Initial Here)

In the event of my personal indebtedness to Ray Gidich Heating & A/C, Inc., I authorize Ray Gidich Heating & A/C, Inc. to withhold from my wages such amounts as permitted by law to satisfy my obligation to Ray Gidich Heating & A/C, Inc..

(Initial Here)

I give the Ray Gidich Heating & A/C, Inc. my permission to conduct any investigation regarding the information contained in my employment application that Ray Gidich Heating & A/C, Inc. thinks is necessary to determine my qualifications for assuming a job with Ray Gidich Heating & A/C, Inc.. I give Ray Gidich Heating & A/C, Inc. my permission to contact any former employer, school, college or university, utility company, credit or finance bureau or office, any personal or professional reference, or any other appropriate source or individual for the purpose of gathering any information, personal or otherwise, that such sources may have about my character, general reputation, credit, education or employment record, and I give my consent to any such source to release to Ray Gidich Heating & A/C, Inc. whatever information they have about me. I also unconditionally release all named and unnamed sources from any and all liability which might result from furnishing any information about me.

(Initial Here)

In exchange for Ray Gidich Heating & A/C, Inc. considering my application, I agree that any claim or lawsuit I have now or in the future against Ray Gidich Heating & A/C, Inc., its subsidiaries, successors, assigns, managers, employees and/or agents must be filed by me within one year from the date of the act or omission that is the subject of my claim or lawsuit, or within the applicable statute of limitations, whichever time period is shorter. Thus, I expressly waive any statute of limitations period for any such claim or lawsuit longer than one year, regardless of the nature of the claim or action. As further consideration for these promises by me, Ray Gidich Heating & A/C, Inc. agrees to waive any statute of limitations period longer than one year from the date of the act or omission that is the subject of any claim or lawsuit it might file against me.

(Initial Here)

Date

Signature