

DATE _____



EMPLOYMENT APPLICATION

We are an equal opportunity employer and consider applicants for all positions without regard to race, sex, national origin, age, marital or veteran status, the presence of a non-job related medical condition or handicap, or any legally protected status

BOOTS REQUIRED

PERSONAL INFORMATION

Complete Name		Home Phone
Street Address		Message/Mobile Phone
City, State, Zip		Social Security Number
Are you legally eligible for employment in the United States?		Are you 18 years old or older?
Desired Position	Pay Expected	When can you start work

Do you have a valid driver's license? _____ # _____ State _____

Expiration date _____

List any tickets received in past 5 years _____

Have you ever been employed with us before? _____ When? _____

Have you ever applied for a job with us before? _____ If so, when? _____

Have you ever been convicted of a felony _____ If so, please explain:

List all Languages spoken fluently _____

<i>In case of emergency, we should notify</i>		
Name	Relationship	Telephone
Address		

EDUCATION INFORMATION

Level	Name and Location of School	# of years attended	Subjects Studied
High School			
Business/Trade			

University/College		Major? Did you graduate?
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How did you learn about us? Pass by _____ Friend/Relative _____ Advertisement _____ Trucks _____
Pierce's Employee (Name) _____ Other _____

EMPLOYMENT HISTORY (Most recent first)

Name of Company	Telephone
Address	Dates employed from (month/year) to (month/year)
Supervisor	Pay
Summarize the type of work performed & job responsibilities	Reason for Leaving

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Summarize the type of work performed & job responsibilities	Reason for Leaving
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Comments (including explanation of any gaps in employment):
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Describe any specialized Landscape related training, apprenticeship, or job related skills

(if none, state: 'None') _____

List name and telephone number for three business/work references that are NOT RELATED to you.

Name	Telephone number	Years Known	How do you know this person
Name	Telephone number	Years Known	How do you know this person
Name	Telephone number	Years Known	How do you know this person
Name	Telephone number	Years Known	How do you know this person

Please read carefully before signing. If you have any questions regarding the following statements, please ask for assistance.

"I understand that if employment is offered, my employment may be conditioned upon the results of a medical examination to ensure my ability to perform the essential functions of the job and that as a condition of employment I will may be required to take drug and alcohol screening tests and such medical examinations as required by Pierce's Lawncare & Landscaping INC, I agree to submit to these required tests and understand that becoming employed and/or my continued employment are conditional upon the successful passing of these tests in accordance with Company policies and procedures, given reasonable accommodations in accordance with the Americans with Disabilities Act.

I certify that the answers given herein are true and complete. I authorize investigation of all statements contained in this application of employment as may be necessary in arriving at an employment decision.

I understand that if I am employed, any misrepresentation or material omission made by me on this application will be the basis for cancellation of this application or immediate discharge from the employer's service, whenever it is discovered.

If employee quits or is terminated within the first two weeks of employment, minimum wage will be the pay rate for employee.

I give the employer the right to contact and obtain information from all references, employers, and educational institutions and to otherwise verify the accuracy of the information contained in this application. I hereby release from liability the employer and its representatives for seeking, gathering and using such information and all other persons, corporations or organizations for furnishing such information.

The employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on any basis prohibited by local, state or federal law.

This application for employment shall be active for a period of 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I understand that Pierces Lawncare & Landscaping INC. requires all employees to use direct deposit or supplied pay cards.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the employee may resign at any time and the employer may discharge an employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless an authorized executive of this organization specifically acknowledges such change in writing.

I also understand that if I am hired, I will be required to provide proof of identity and legal work authorization.

I represent and affirm that I have read and fully understand the foregoing and seek employment under these conditions."

Signature of Applicant

Date

IMPORTANT

YES

NO

_____ Are you able to work in extreme temperatures? (i.e. 115° F heat, 0° F cold)

_____ Are you able to lift 50 pounds or more?

_____ Are you able to bend, twist and walk rapidly for extended lengths of time?

_____ Do you have work boots? (They do not have to have steel toes)

_____ Are you able to arrive at the designated work site daily and on time?

_____ Have you read, completed and signed the application?

_____ Can you properly operate a chainsaw?

_____ Can you operate String Trimmer and Backpack blower?

_____ Can you operate ECS style walk behind mowers?

_____ Can you operate Skid Steer If so, Witch style of Controls? Hand/Foot ISO H Pattern

_____ Can you properly and Safely back up a 24ft Trailer?

_____ Can you properly Trim bushes and Trim Trees?

_____ Can you properly make bed edges and lay/spread mulch?

How do you plan on getting to work each day? (please check one)

_____ I will drive myself to work

_____ I will take public transportation to job site/meeting location

_____ Someone will give me a ride to job site/meeting location. Relation to you?

_____ I live close to job site/meeting location and will walk, ride bicycle.

How far from meeting location do you live? _____

Do you have a Previous Injury or Medical conditions that we need to be aware of?

(Ie, Allergies, Asthma, Lifting restrictions, Diabetes)

If so, Please list below with dates of Injury if applicable;