



# EMPLOYMENT APPLICATION

**APPLICANTS WILL BE REQUIRED TO PERFORM AND PASS A PRE-EMPLOYMENT DRUG SCREENING**

PLEASE COMPLETE PAGES 1-5.			DATE _____		
Name _____					
Last	First	Middle	Maiden		
Present address _____					
Number	Street	Apt. #	City	State	Zip
Phone: _____		Social Security No. _____ - _____ - _____			
How familiar are you with the local area? _____					
If under 18, please list age and birth date: _____					
Position applying for : _____			<p><b>Tough Guys offers paid training for basic skills needed for several services it provides. Are you willing to take these trainings before the date you are available to work?</b></p> <input type="checkbox"/> Yes <input type="checkbox"/> No		
Desired hourly wage: _____					
What date are you available for work? _____			Are you willing to travel long distances? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Are you willing to work (summer employment): <input type="checkbox"/> FULL-TIME? <input type="checkbox"/> OVER-TIME? <input type="checkbox"/> SATURDAY? (Occasionally)					
Are you willing to work between the months of September-March (during normal school semesters)? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If "Yes", then: Are you willing to work: <input type="checkbox"/> FULL-TIME? <input type="checkbox"/> PART-TIME? <input type="checkbox"/> EARLY MORNING SNOW REMOVAL					
TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (town, state)	NUMBER OF YEARS COMPLETED	MAJOR & DEGREE	
High School					
College					
Bus. or Trade School					
Professional School					

HAVE YOU EVER BEEN CONVICTED OF A CRIME?    No    Yes

If yes, please explain: Number of conviction(s), nature of offense(s) leading to conviction(s), how recently such offense(s) was/were committed, sentence(s) imposed, and type(s) of rehabilitation.

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MILITARY

HAVE YOU EVER BEEN IN THE ARMED FORCES?  Yes  No

ARE YOU NOW A MEMBER OF THE NATIONAL GUARD?  Yes  No

Specialty \_\_\_\_\_ Date Entered \_\_\_\_\_ Discharge Date \_\_\_\_\_

**Work Experience** Please list your work experience for the **past five years** beginning with your most recent job held. If you were self-employed, give firm name. **Attach additional sheets if necessary.**

Name of employer: Address: City, State, Zip Code: Phone number: May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	Name of last supervisor	Employment dates (month/year)	Pay or salary
		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.			

Name of employer: Address: City, State, Zip Code: Phone number: May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	Name of last supervisor	Employment dates (month/year)	Pay or salary
		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.			



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		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.			



**PLEASE READ CAREFULLY**

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**APPLICATION FORM WAIVER**

In exchange for the consideration of my job application by Tough Guys (hereinafter called "the Company"), I agree that:

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 Company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of Tough Guys, 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 Department Manager of the Company. Both the undersigned and Tough Guys may terminate employment at any time, without specified notice or reason. Tough Guys reserves the right to withhold employee payment, temporarily or indefinitely, in cases of late hour entries. Late entries will be considered grounds for termination. If employed, I understand that the Company may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits and transitions in time tracking procedures.

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 the Company permission to contact schools, previous employers (unless otherwise indicated), references, and others, and hereby release the Company from any liability as a result of such contract.

I also understand that (1) the Company has a drug and alcohol policy that may provide for pre-employment testing as well as testing after employment; (2) consent to and compliance with such policy is a condition of my employment; and (3) continued employment is based on the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.

I further understand that my employment with the Company shall be probationary for a period of thirty (30) days, and further that at any time during the probationary period or thereafter, my employment relation with the Company is terminable at will for any reason by either party.

**Signature of applicant** \_\_\_\_\_ **Date:** \_\_\_\_\_

Tough Guys is an equal opportunity employer. We evaluate qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other legally protected characteristics.

Thank you for completing this application form and for your interest in our company.