

**An Equal Opportunity, Affirmative Action Employer**

Split Rail Fence & Supply Co. is an equal opportunity employer and does not unlawfully discriminate on the basis of race, color, religion, age, gender, marital status, national origin, veteran status, ancestry, citizenship status, or sexual orientation, arrest record, pregnancy, genetic information, or physical, mental, or sensory disability. No question on this application is used for the purpose of limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law. Equal access to employment, services, and programs is available to all persons. Those applicants requiring reasonable accommodation to the application and/or interview process should notify a representative of Split Rail Fence & Supply Co. The use of this form does not mean positions are open, and does not obligate the company.

Applicant name: \_\_\_\_\_ Date: \_\_\_\_\_  
 Other names used: \_\_\_\_\_ Date available to start work: \_\_\_\_\_  
 Position(s) applied for or type of work desired: \_\_\_\_\_  
 Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Home #: \_\_\_\_\_ Work #: \_\_\_\_\_ Other: \_\_\_\_\_ Social Security #: \_\_\_\_\_  
 Type of employment desired: \_\_\_ full-time \_\_\_ part-time \_\_\_ temporary Desired Salary: \_\_\_\_\_  
 Are you presently authorized to work in the US \_\_\_\_\_ Yes \_\_\_\_\_ No?  
 Have you ever been discharged or asked to resign by any employer? \_\_\_\_\_ Yes \_\_\_\_\_ No  
 Are you able to meet the attendance requirements? \_\_\_\_\_ Yes \_\_\_\_\_ No  
 Do you have any objections to working overtime if necessary? \_\_\_\_\_ Yes \_\_\_\_\_ No  
 Can you travel if required by this position? \_\_\_\_\_ Yes \_\_\_\_\_ No  
 Have you previously applied for a job with us? \_\_\_\_\_ Yes \_\_\_\_\_ No  
 If you are under 18, can you furnish a work permit if it is required? \_\_\_\_\_ Yes \_\_\_\_\_ No  
 Have you ever been convicted of a criminal offense for which a pardon has not been granted? \_\_\_\_\_ Yes \_\_\_\_\_ No  
 If yes, please explain (a conviction will not automatically bar employment): \_\_\_\_\_  
 Do you have any relatives employed with Split Rail Fence & Supply Co.? \_\_\_\_\_ if yes, give their names: \_\_\_\_\_  
 Are you currently employed \_\_\_\_\_ Yes \_\_\_\_\_ No May we contact your current employer \_\_\_\_\_ Yes \_\_\_\_\_ No  
 How did you learn about this job? \_\_\_\_\_  
 Do you have a current driver's license? \_\_\_\_\_ Yes \_\_\_\_\_ No  
 DL#: \_\_\_\_\_ State: \_\_\_\_\_ Class: \_\_\_\_\_ Expiration: \_\_\_\_\_  
**Note: If you are applying for a DOT related position, you will be required to fill out additional forms(s).**

**Employment History**

Please provide all employment information for your past four employers starting with the most recent.

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_  
 Address: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
 Immediate supervisor and title: \_\_\_\_\_  
 Dates employed: from \_\_\_\_\_ to \_\_\_\_\_ Salary: \_\_\_\_\_  
 Job summary: \_\_\_\_\_  
 Reason for leaving \_\_\_\_\_  
 May we contact this employer? \_\_\_\_\_ Yes \_\_\_\_\_ No

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_  
 Address: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
 Immediate supervisor and title: \_\_\_\_\_  
 Dates employed: from \_\_\_\_\_ to \_\_\_\_\_ Salary: \_\_\_\_\_  
 Job summary: \_\_\_\_\_  
 Reason for leaving \_\_\_\_\_  
 May we contact this employer? \_\_\_\_\_ Yes \_\_\_\_\_ No

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_  
 Address: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
 Immediate supervisor and title: \_\_\_\_\_  
 Dates employed from \_\_\_\_\_ to \_\_\_\_\_  
 Job summary: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_  
 May we contact this employer? \_\_\_\_\_ Yes \_\_\_\_\_ No

**Employment History** (continued)

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_  
Address: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
Immediate supervisor and title: \_\_\_\_\_  
Dates employed: from \_\_\_\_\_ to \_\_\_\_\_ Salary: \_\_\_\_\_  
Job summary: \_\_\_\_\_  
Reason for leaving \_\_\_\_\_  
May we contact this employer?  Yes  No

**Other Skills and Qualifications** *(please use reverse side if necessary)*  
Summarize any job-related training, skills, licenses, certificates, and/or other qualifications:  
\_\_\_\_\_  
\_\_\_\_\_  
What type of computer applications/machines/equipment can you operate that relate to the job for which you are applying?  
\_\_\_\_\_  
\_\_\_\_\_

**Educational History** *(please use reverse side if necessary)*  
List school name and location, years completed, major(s), and any degree(s) earned:  
High School or GED: \_\_\_\_\_ Did you graduate?  Yes  No  
College or University: \_\_\_\_\_ Did you graduate?  Yes  No  
Technical or Vocational Training: \_\_\_\_\_ Did you graduate?  Yes  No  
Other: \_\_\_\_\_ Did you graduate?  Yes  No

**References** *(please use reverse side if necessary)*  
List 3 business reference names, telephone numbers, relationship, and years known. Do not list relatives. References may be verified.  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

**PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING**

I hereby authorize Split Rail Fence & Supply Co. to contact, obtain, and verify the accuracy of information contained in this application from all previous employers, educational institutions, references, credit agencies, law enforcement agencies, city, state, county and federal courts, military services and persons to release information they may have about me. I also hereby release Split Rail Fence & Supply Co. and its representatives for seeking, gathering, and using such information to make employment decisions and all other persons or organizations for providing such information.

I certify that the information given in this application is true and complete to the best of my knowledge without omission of any kind. I understand that any misrepresentation or omission made by me on this application may result in cancellation of this application or immediate termination of employment if I am employed.

If I am employed, I acknowledge that there is no specified length of employment and that this application does not constitute an agreement or contract for employment. Accordingly, either my employer or I may terminate the relationship at will, with or without cause, at any time for any reason. I understand that submission of this application in no way assures me a position with Split Rail Fence & Supply Co.

I also understand that if I am employed, I will be required to provide satisfactory proof of identity and legal work authorization within three (3) working days. Failure to submit such proof may result in immediate termination of employment.

I understand that Split Rail Fence & Supply Co. is a Drug and Alcohol Free Employer. I understand that if I am extended an offer of employment it may be contingent upon my successfully passing a pre-employment physical examination.

This application will be on active status for sixty (60) days and I may reapply if not contacted after that period of time. I have read and fully understand the foregoing, and I seek employment under the conditions contained herein.

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date