

APPLICANT NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

# **APPLICATION FOR EMPLOYMENT**



**An Equal Opportunity Employer  
A Drug Free Workplace**



## APPLICATION FOR EMPLOYMENT

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A Drug Free Workplace**

Kazar's Electric, Inc. in accordance with the U.S. Equal Employment Opportunity Commission does not discriminate on the basis of ethnicity, race, religion, creed, color, national origin, disability (physical or mental), marital status, sex, pregnancy, age, veteran status, sexual orientation, genetic information, harassment by managers, co-workers, or others in the workplace, or any other protected class as is applicable under federal, state, or local laws and regulations.

### **PERSONAL INFORMATION** (Please Print)

LAST NAME	MIDDLE INITIAL	FIRST NAME	
SOCIAL SECURITY #	DRIVER'S LICENSE #	DOB (Month and Day only)	
HOME ADDRESS	CITY	STATE	ZIP
(____) (____) (____)	(____) (____) (____)	Email ADDRESS	
HOME PHONE	CELL PHONE	Email ADDRESS	

### **EMPLOYMENT DESIRED**

Position	Date you can start	Salary desired
_____ Full-time	_____ Part-time	_____ Sub-Contractor/1099

ARE YOU PRESENTLY EMPLOYED? \_\_\_\_\_ Yes \_\_\_\_\_ No IF SO, MAY WE CONTACT YOUR PRESENT EMPLOYER? \_\_\_\_\_ Yes \_\_\_\_\_ No

### **EDUCATION**

Elementary School	City	Years Attended	Did You Graduate?	Degree
High School	City	Years Attended	Did You Graduate?	Degree
College	City	Years Attended	Major	Degree
Post Graduate	City	Years Attended	Degree Conferred	
Certification, Training, or Subject of Special Study or Research				





## **CERTIFICATION OF ESSENTIAL JOB FUNCTIONS**

\_\_\_\_\_ I have been advised of the essential job functions for the position for which I am applying.

\_\_\_\_\_ There is nothing that would prevent me from performing the essential duties of the position for which I am applying.

\_\_\_\_\_ I believe that I cannot or will not be able to perform the essential duties of the position for which I am applying.

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### **CERTIFICATION AND ACKNOWLEDGEMENT**

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I certify that all information submitted in this application form, resume or interview is true and complete and that I have not knowingly withheld, nor will I withhold, any information that would affect my application for employment. I understand that Kazar's Electric, Inc. is under no obligation to consider or reconsider this application at any time and that acceptance of my application does not constitute an offer of employment. I also understand and agree that: (Please initial each item)

1. \_\_\_\_\_ Inquiries may be made with my previous employers or others who may have knowledge of me, and schools or colleges. I authorize any such person or agency to give you any and all information concerning my previous education and employment, including but not limited to, an assessment of my job performance, ability and fitness and/or any other information they may have, personal or otherwise, and release all parties from any and all liability, claims, or damages that may directly or indirectly result from furnishing same.
  
2. \_\_\_\_\_ Post offer and prior to my beginning work or during my employment, Kazar's Electric, Inc. reserves the right to conduct a criminal background check for employment purposes. I understand that a prior criminal conviction will not necessarily make me ineligible for employment. I hereby consent to a criminal background check and authorize the release of the report and any other information to the company. I hereby release the company, its divisions, affiliates, and associates, and anyone acting on their behalf from any and all claims or liabilities of any nature arising from or related to the preparation of the information contained in the criminal background reports, and the disclosure of such information for employment purposes.
  
3. \_\_\_\_\_ Prior to my beginning work or during my employment, Kazar's Electric, Inc. reserves the right to obtain consumer reports as part of Kazar's Electric, Inc.'s evaluation of my job application/employment. The reports may include my driving record, an assessment of my insurability under Kazar's Electric, Inc.'s insurance coverages or consumer reports. I hereby release the company, its divisions, affiliates, and associates, and anyone acting on their behalf from any and all claims or liabilities of any nature arising from or related to the preparation of the information contained in the consumer reports, and driving records about me from time to time, as it deems appropriate, to evaluate my insurability or for other permissible purposes and the disclosure of such information for employment purposes.

4. \_\_\_\_\_ I understand that as a condition of my employment, I must take and pass a pre- or post-employment urine and/or blood test at authorized threshold levels for any and all of the drugs or alcohol listed by Kazar's Electric, Inc.'s Drug Free Workplace Policy.
5. \_\_\_\_\_ I further understand, subject to confidentiality constraints and rights of appeal granted by State and Federal law, if the results of my pre- or post-employment drug and/or alcohol tests are POSITIVE (indicating substance abuse) and are received by Kazar's Electric, Inc. prior to or during your employment with Kazar's Electric, Inc., notwithstanding any other disciplinary provisions contained in the Kazar's Electric, Inc. Drug-Free Workplace Policy statement, I will be terminated for cause and Kazar's Electric, Inc. may seek to deny any employment benefits I might attempt to obtain.
6. \_\_\_\_\_ Prior to beginning work with Kazar's Electric, Inc., I will be required to sign a Non-Discrimination/Non-Retaliation Policy Agreement.
7. \_\_\_\_\_ Prior to beginning work with Kazar's Electric, Inc., I will be required to sign a Confidentiality/Trade Secrets and Non- Solicitation Agreement.
8. \_\_\_\_\_ During my employment with Kazar's Electric, Inc. my personal information, as provided in my biography brief, may be used in publications or other media material produced, used or contracted by Kazar's Electric, Inc. including but not limited to: brochures, invitations, books, newspapers, magazines, television, websites, etc. Additionally, photos may be taken of me during the course of my working hours or at company sponsored events. Kazar's Electric, Inc. reserves the right to use biographical material and any photograph/video taken at any event sponsored by Kazar's Electric, Inc., without my expressed written permission. Kazar's Electric, Inc. may use the biographical material and photograph/video in publications or other media material produced, used or contracted by Kazar's Electric, Inc. including but not limited to: brochures, invitations, books, newspapers, magazines, television, websites, other online social media outlets, print marketing materials etc.

If I do not wish to have my information or image recorded for distribution, I should make my wishes known to the photographer, and/or the event organizers, and/or contact Kazar's Electric, Inc. in writing of my intentions and include a photograph. Kazar's Electric, Inc. will use the photo for identification purposes and will hold it in confidence.

By participating in a Kazar's Electric, Inc. event or by failing to notify us, in writing, of your desire to not have your photograph used by Kazar's Electric, Inc., you are agreeing to release, defend, hold harmless and indemnify Kazar's Electric, Inc. from any and all claims involving the use of your picture or likeness. Any person or organization not affiliated with Kazar's Electric, Inc. may not use, copy, alter or modify Kazar's Electric, Inc. photographs, graphics, videography or other, similar reproductions or recordings without the advance written permission of an authorized designee from Kazar's Electric, Inc.

I hereby release Kazar's Electric, Inc., its divisions, affiliates, and associates, and anyone acting on their behalf from any and all claims or liabilities of any nature arising from or related to my biographical materials, photographs, graphics, videography or other, similar reproductions or recordings of me.

9. \_\_\_\_\_ I represent and warrant to Kazar's Electric, Inc. that I am under no contractual or other restriction or obligation that would prevent me in any way from working with Kazar's Electric, Inc.'s including but not limited to, a covenant not-to-compete, confidentiality agreement, and/or trade secret agreement. If I believe that I am presently under such contractual obligation, I will provide a copy of such agreement to Kazar's Electric, Inc.
  
10. \_\_\_\_\_ I also understand and agree that no representative of Kazar's Electric, Inc. has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing, unless it is in writing and approved by David Kazar, President of Kazar's Electric, Inc.
  
11. \_\_\_\_\_ If employed, I understand and agree that my employment is "at-will" and may be terminated with or without cause or notice at my option or at the option of Kazar's Electric, Inc.
  
12. \_\_\_\_\_ I understand that any misrepresentation, falsification, or omission of this application shall be sufficient reason for refusal or dismissal of my employment. I hereby authorize investigation of all matters contained in this application and agree that if the results of such investigation are not satisfactory, any offer of employment made by Kazar's Electric, Inc. or any subsidiary hereinafter referred to as Kazar's Electric, Inc. may be withdrawn, or my employment with Kazar's Electric, Inc. may be terminated immediately.

DATE: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

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