

FOR OFFICE USE ONLY	
Date Received: _____	
By: _____	
Appointment: 1 <sup>st</sup> Interview	Appointment: 2 <sup>nd</sup> Interview
Date: _____	Date: _____
Time: _____	Time: _____
Interviewer: _____	Interviewer: _____



## APPLICATION FOR EMPLOYMENT

Rev. 6/2015

FOR OFFICE USE ONLY	
Work Location: _____	Rate: _____
Position: _____	Start Date: _____
	Termination Date: _____

### Angus Meats Incorporated is an Equal Opportunity Employer

This application is intended to provide information for evaluating your suitability for employment, and is not intended to be, nor may it be construed to be, a contract for employment of any type whatsoever. It is *very* important for you to read each question carefully and to give an honest and complete answer. Qualified applicants receive consideration for employment without unlawful discrimination because of sex, religion, race, creed, color, national origin, age, marital status, disability, and presence of any sensory, mental or physical handicap, or other classification protected by the law. All offers of employment are conditioned upon furnishing satisfactory evidence of identity and legal authority to work in the United States.

### PLEASE TYPE OR PRINT ALL INFORMATION

*If this application is not complete or accurate, it will be not be considered and will be rejected.*

### PERSONAL INFORMATION

Date: \_\_\_\_\_ Referred by: \_\_\_\_\_

Name: \_\_\_\_\_ Social Security No.: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_  
           First           Middle Initial           Last

Other names under which employed: \_\_\_\_\_

Present address: \_\_\_\_\_  
                           No.           Street           City           State           Zip

Previous address: \_\_\_\_\_  
                           No.           Street           City           State           Zip

Telephone number: (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_      Message telephone number: (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

Are you under 21 years of age? Yes \_\_\_\_ No \_\_\_\_ If yes, indicate age at last birthday: \_\_\_\_\_ (If hired, you may be asked for verification of legal age.)

If applicant is a minor, please fill in the name and address of a parent or legal guardian:	
Name: _____	Phone: _____
Address: _____	
No.	Street
City	State
Zip	

Are you legally eligible for employment in the U.S.A.? Yes \_\_\_ No \_\_\_ (If hired, verification may be required.)

As a job requirement, are you able to read, write and speak English? Yes \_\_\_ No \_\_\_

Have you ever applied for work at this company before? Yes \_\_\_ No \_\_\_ If yes, when? \_\_\_\_\_

Have you ever worked for this company before? Yes \_\_\_ No \_\_\_ If yes, state position, date left, and reason:  
\_\_\_\_\_

Do you have relatives or members of the same household working for this company or by any competitor of this company? Yes \_\_\_ No \_\_\_ If yes, state their names, position, and company: \_\_\_\_\_  
\_\_\_\_\_

As a job requirement, do you have a valid Washington State driver's license? Yes \_\_\_ No \_\_\_ If no, please explain: \_\_\_\_\_

Have you ever been convicted of a crime within the past 7 years that involved traffic violations, wrongful taking of monies and/or property, drug and/or alcohol related crimes, etc. that could be job related? (Conviction is not necessarily a bar to employment) Yes \_\_\_ No \_\_\_ If yes, please explain: \_\_\_\_\_  
\_\_\_\_\_

Have you ever been arrested within the past 7 years that could prevent immediate employment or interrupt employment until the matter is resolved? Yes \_\_\_ No \_\_\_ If yes, please explain: \_\_\_\_\_  
\_\_\_\_\_

### **EMPLOYMENT DESIRED**

Are you employed now? Yes \_\_\_ No \_\_\_ If so, may we inquire of your present employer? Yes \_\_\_ No \_\_\_

Position(s) for which you are applying for: \_\_\_\_\_

Wage expected: \$ \_\_\_\_\_ per \_\_\_\_\_ Which do you wish to work? Full Time \_\_\_ Part Time \_\_\_ Both \_\_\_

Are you available to work weekends? Yes \_\_\_ No \_\_\_

List experiences, skills, or qualifications related to the position(s) you are seeking (Applicant should not list any information that Federal and/or State law precludes obtaining in the pre-employment stage.): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Do you have any outside activities or commitments that would keep you from working designated days/hours? Yes \_\_\_ No \_\_\_

How many days of absence do you feel are acceptable for you in a year? \_\_\_\_\_

Some positions require an employee to stand for long periods of time, withstand cold temperatures, lift up to 100 pounds, withstand repetitive motions, climb a ladder and push a mop, broom, or snow shovel. Can you perform these essential functions with reasonable accommodation? Yes \_\_\_ No \_\_\_

If your application is considered favorably, on what date can you start? \_\_\_\_\_

If hired, a photograph may be requested for identification purposes. Do you object to that? Yes \_\_\_ No \_\_\_

**To Applicant**

**READ THIS INTRODUCTION CAREFULLY BEFORE ANSWERING ANY QUESTIONS IN THE  
BLOCKED-OFF AREA BELOW.**

The Civil Rights Act of 1964 prohibits discrimination in employment because of race, color, creed, religion, sex or national origin. Federal law also prohibits other types of discrimination such as age and citizenship. The laws of most States also prohibit some or all of the above types of discrimination as well as some additional types such as discrimination based upon ancestry, marital status or physical or mental handicap or disability. The Fair Credit Reporting Act imposes restrictions with respect to credit data.

**DO NOT ANSWER ANY QUESTION CONTAINED IN THE BLOCKED-OFF AREA BELOW UNLESS THE EMPLOYER HAS CHECKED THE BOX NEXT TO THE QUESTION, thereby indicating that for the position for which you are applying the requested information is needed for a legally permissible reason, including, without limitation, national security requirements, a bona fide occupational qualification, or business necessity.**

- Due to some physical requirements, what is your: Height: \_\_\_\_\_ ft. \_\_\_\_\_ in. Weight: \_\_\_\_\_ lbs.?
  
- How long have you lived in the Spokane area? \_\_\_\_\_
  
- How well do you know the Inland Empire area? \_\_\_\_\_
  
- Due to our high standards of cross contamination and sanitary conditions, do you currently have, or have you had a major illness in the past 5 years that could be a contributory factor in affecting our high standards of sanitation, cross contamination of food products, and/or the health and well being of other employees? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, please describe: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
- Have you ever been bonded? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, on what jobs? \_\_\_\_\_
  
- Do you have any physical conditions that may limit your ability to perform the specific tasks for the job for which you are applying? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, describe such conditions and explain how you can perform the job for which you are applying in spite of it. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
- Do you have any physical conditions that would preclude you from performing certain general kinds of work? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, describe such conditions and specific work limitations. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
- List any other consideration(s) that may preclude you from, or may interfere with and/or limit, your ability to perform the particular job for which you are applying. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## RECORD OF EDUCATION

School	Name and Address of School	Course of Study	Circle Last Year Completed				Did you Graduate?	List Diploma or Degree
<b>Elementary</b>			5	6	7	8	<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>High</b>			1	2	3	4	<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>College/ University</b>			1	2	3	4	<input type="checkbox"/> Yes <input type="checkbox"/> No Yr. _____	
<b>Trade or Business</b>			1	2	3	4	<input type="checkbox"/> Yes <input type="checkbox"/> No Yr. _____	
<b>Other (Specify)</b>			1	2	3	4	<input type="checkbox"/> Yes <input type="checkbox"/> No Yr. _____	

Subjects of special study or research work: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Are you currently a student? Yes \_\_\_\_ No \_\_\_\_ If yes, where? \_\_\_\_\_

Plans for future education/training: \_\_\_\_\_

## PAST & PRESENT EMPLOYMENT (List employers, beginning with most recent)

I. Name and Address of Employer	Employment Status
<b>Name:</b>	<b>Name of Supervisor:</b>
<b>Type of Business:</b>	<b>Position Starting:</b>
<b>Street:</b>	<b>Position Ending:</b>
<b>City:</b>	<b>From:</b> <b>Month</b> _____ <b>Year</b> _____
<b>State:</b> <b>Zip:</b>	<b>To:</b> <b>Month</b> _____ <b>Year</b> _____
<b>Telephone:</b>	<b>Describe the type of work you did:</b>
<b>Reason for leaving:</b>	





**OTHER**

**In case of an Accident or Emergency, please notify:**

**Name:** \_\_\_\_\_ **Relationship:** \_\_\_\_\_

**Best Contact Number w/Area Code:** \_\_\_\_\_

**PLEASE READ CAREFULLY AND SIGN BELOW**

I hereby certify that all of my statements and information set forth in my application for employment are true and complete. I understand that any false statements or omissions on this application may result in termination. I further understand that this application is not and not intended to be a contract of employment, nor does this application obligate the employer in any way if the employer decides to employ me. I understand and agree that my employment is “at will” and can be terminated by either party at any time with or without cause, or notice. No one other than an officer of the Company 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 and then only in writing signed by an officer.

I grant permission to Angus Meats Incorporated to conduct a background investigation to verify my education credentials, current and prior employment history, and references provided in this application for employment. I further grant permission to the company to investigate my social security number, my driving record (within the past 5 years), my financial and credit history (within the past 7 years), and conduct a criminal conviction search (within the past 7 years) relevant to employment purposes. I understand and accept that the company will conduct this investigation through any investigative or credit agency of their choosing.

I understand that I have the right to make a written request within a reasonable period of time to receive additional, detailed information about the nature and scope of any such investigative consumer report that is made. I hereby release all persons or agencies from all liability for any damage resulting from the issuance of this information.

I understand that this application is current for only sixty days. At the end of that time, if I do not hear from Angus Meats Incorporated and still wish to be considered for employment, it will be necessary for me to reapply.

\_\_\_\_\_  
**Signature of Applicant**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Witness**

Angus Meats, Inc.

**PRE-EMPLOYMENT PHYSICAL and DRUG and ALCOHOL TESTING  
COMPANY POLICY**

It is the intention of Angus Meats Incorporated to maintain safe, healthful, efficient and productive working conditions for its employees and to protect company property, equipment and operations. Due to the wide variety of physical demands required in any given employment position, it is the policy at Angus Meats Inc., upon company discretion and at company expense, to conduct both a pre and post undiscriminating employment physical exam. In addition, being under the influence of drugs and/or alcohol on the job may pose a serious safety and health risk not only to the user, but to all of those who work with the user, and may adversely affect work performance. Attached is a complete copy of the Angus Meats, Inc. Drug Free Workplace program that outlines this policy.

It is the policy of Angus Meats Inc, to require a job applicant, at the time a job offer is made, to take a pre-employment physical (when recommended), at the company’s expense. This physical includes a urine analysis to determine the presence of alcohol, illicit drugs and/or controlled substances.

In the event that the drug/alcohol screen is positive, the sample will then be re-tested using a gas chromatography/mass spectrometry confirmation test. If the confirmation test is positive for alcohol, illicit drugs and/or controlled substances, or the applicant refuses to take the physical and drug and alcohol test, the job offer will be withdrawn. All test information will be kept strictly confidential.

**CONSENT FOR TEST AND RELEASE OF INFORMATION**

I hereby consent for Angus Meats Incorporated and/or any medical facility, laboratory, or medical person designated by Angus Meats Inc. to collect a urine sample from me and to conduct medical tests to determine the presence of alcohol, illicit drugs and/or controlled substances in my body. In addition, I hereby give my consent for the release of the test results and other relevant medical information to Angus Meats Inc. I understand that the job offer may be contingent on passing a job-related physical examination and a drug and alcohol test.

My signature below acknowledges that I have read and understand the foregoing and hereby agree to and accept the same. I understand that my refusal to undergo a physical and drug and alcohol testing may result in the job offer being withdrawn.

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness

**RELEVANT INFORMATION**

To help ensure accurate and reliable test results, you may indicate any information, including, without limitation, any medication that you are currently taking or recently took, that might affect the drug and alcohol test result or might help to explain a positive test result. \_\_\_\_\_

**REFUSAL TO TAKE TEST**

I hereby refuse to undergo the physical and drug and alcohol testing for the following reason(s): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Applicant’s Signature

\_\_\_\_\_  
Date