

## Application for Employment

PLEASE READ THIS APPLICATION THOROUGHLY AND COMPLETE IT HONESTLY. THIS EMPLOYER PERFORMS A DETAILED BACKGROUND INVESTIGATION ON ALL FINAL CANDIDATES.

Important Notice: Applicants should be extremely careful as they complete this application. This Company utilizes a sophisticated and detailed background and pre-employment investigation process. This process frequently discloses inaccurate, false, and/or incomplete or omitted information. Should this process determine any inaccurate or incomplete information, it will cause you to be either disqualified for employment with Ram Commercial Enterprises as an applicant, or be grounds for termination if the inaccuracies are discovered subsequent to your employment. Accordingly, we strongly suggest that you NOT complete this application until you have the requisite time and accurate information to do so.

**Ram Commercial Enterprises is an equal opportunity employer and will not discriminate against any employee or applicant for employment in an unlawful manner. Employment is conditioned on the successful completion of the screening program. The information sought on this form is given voluntarily and may be used in filing reports required by state or federal governments.**

Position(s) applied for: _____	Application Date _____
Type of employment desired: _____ full-time      _____ part-time      _____ temporary	

Applicant name: _____ Date: _____	
List other names you use or have used, including maiden names, nicknames, stage names, married names. _____ _____	
Address: _____	City _____ State _____ Zip _____
Telephone #: _____	Social Security #: _____

How did you learn about us?	<input type="radio"/> Advertisement <input type="radio"/> Friend/relative <input type="radio"/> Web	<input type="radio"/> Employment Agency <input type="radio"/> Walk In <input type="radio"/> Other _____
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Date you will be available to start work: \_\_\_\_\_

Driver's License # \_\_\_\_\_ Salary Requirements \_\_\_\_\_ / \_\_\_\_\_

Are you able to meet the attendance requirements?	<input type="radio"/> Yes	<input type="radio"/> No
Do you have any objection to working overtime if necessary?	<input type="radio"/> Yes	<input type="radio"/> No
Can you work evenings and weekends?	<input type="radio"/> Yes	<input type="radio"/> No
Have you ever been previously employed by Ram Commercial Enterprises?	<input type="radio"/> Yes	<input type="radio"/> No
If hired, can you show proof that you may legally work in the USA?	<input type="radio"/> Yes	<input type="radio"/> No
If you are under 18, can you furnish a work permit if it is required?	<input type="radio"/> Yes	<input type="radio"/> No

May we contact your current employer?  Yes  No  
 Are you able to travel if required for your job duties?  Yes  No

Have you been convicted of a crime other than a minor traffic violation within the last 7 years?  Yes  No

*Conviction will not necessarily disqualify an applicant from employment*

If yes, please explain: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Emergency Contact:**

_____		_____	
Name	Relationship		
( ) _____	_____		
Home Phone Number	Address		
_____	_____		
Work Phone Number/ext	City	State	Zip

**Employment History**

Please provide all employment information for the past seven years employment starting with the most recent. You may use another sheet if necessary.

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_  
 Address: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
 Immediate supervisor and title: \_\_\_\_\_  
 Dates employed: from \_\_\_\_\_ to \_\_\_\_\_ Salary: \_\_\_\_\_  
 Job summary: \_\_\_\_\_  
 Reason for leaving: \_\_\_\_\_

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_  
 Address: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
 Immediate supervisor and title: \_\_\_\_\_  
 Dates employed: from \_\_\_\_\_ to \_\_\_\_\_ Salary: \_\_\_\_\_  
 Job summary: \_\_\_\_\_  
 Reason for leaving: \_\_\_\_\_

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_  
 Address: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
 Immediate supervisor and title: \_\_\_\_\_  
 Dates employed: from \_\_\_\_\_ to \_\_\_\_\_ Salary: \_\_\_\_\_  
 Job summary: \_\_\_\_\_  
 Reason for leaving: \_\_\_\_\_

**Other Skills and Qualifications**

Summarize any job-related training, skills, licenses, certificates, and/or other qualifications:

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**Educational History**

List school name and location, number of years completed, course of study, and any degrees earned:

	<b>Name and Address of School</b>	<b>Course of Study</b>	<b>Years Completed</b>	<b>Diploma Degree</b>
<b>High School</b>				
<b>Undergraduate College</b>				
<b>Graduate Professional</b>				
<b>Other (specify)</b>				

**References**

List 3 people who can comment on your character and work habits, including telephone numbers, and years known (do not include relatives or employers):

1.	( )
(Name)	Phone #
(Address)	
2.	( )
(Name)	Phone #
(Address)	
3.	( )
(Name)	Phone #
(Address)	

Please comment on why we should consider you for employment: \_\_\_\_\_

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I hereby authorize the Ram Commercial Enterprises to contact, obtain, and verify the accuracy of information contained in this application from all previous employers, educational institutions, and references. I also hereby release from liability the Ram Commercial Enterprises, 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 understand that any misrepresentation or material omission made by me on this application will be sufficient cause for cancellation of this application or immediate termination of employment if I am employed, whenever it may be discovered.

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 I, or the employer can terminate the relationship at will, with or without cause, at any time, so long as there is no violation of applicable federal or state law.

I understand that Ram Commercial Enterprises does not discriminate against a qualified individual with a disability because of that persons need for a reasonable accommodation as required by the ADA.

Are you able to perform the essential functions of the job for which you are applying, either with or without a reasonable accommodation?  Yes  No

If no, please describe the function that you cannot perform: \_\_\_\_\_  
\_\_\_\_\_

I also understand that if I am employed, I will be required to provide satisfactory proof of identity and legal work authorization within three days of being hired. Failure to submit such proof within the required time shall result in immediate termination of employment.

I also understand that I will be required to provide proof of a current clear DMV report if I am required to drive as a component of my job with Ram Commercial Enterprises. I hereby authorize Ram Commercial Enterprises to verify the validity of my driver's license at any time during my employment if I am required to drive in the course of my job with Ram Commercial Enterprises.

### **ARBITRATION**

I agree that all claims by me arising during the application process, as well as during and following my employment with Ram Commercial Enterprises, including, but not limited to, unlawful discrimination and/or harassment, wrongful demotion, wrongful termination, invasion of privacy, or defamation will be presented to a neutral arbitrator for final and binding decision in accordance with the procedures adopted by Ram Commercial Enterprises. Binding arbitration will be used as well in the event of a claim filed with either the Equal Employment Opportunity Commission or the California Department of Fair Housing and Employment once the agency has completed its determination.

I also agree that if any California Court with jurisdiction declares that any part of this arbitration agreement is illegal, invalid or unenforceable, such a declaration will not affect the legality, validity

or enforceability of the remaining parts of the agreement, and that illegal, invalid or unenforceable part(s) will no longer be part of this agreement.

**THIS AGREEMENT IS A WAIVER OF ALL RIGHTS TO CIVIL COURT ACTIONS FOR CLAIMS ARISING OUT OF THE APPLICATION PROCESS AS WELL AS EMPLOYMENT WITH RAM COMMERCIAL ENTERPRISES SHOULD IT BE OFFERED. ONLY THE ARBITRATOR, NOT A JUDGE OR JURY WILL DECIDE THE OUTCOME OF ANY CLAIM OR DISPUTE.**

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

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Applicant Signature

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Date

Please Note: Ram Commercial Enterprises maintains applications on active file only for a 30 day period of time. If you wish to be considered after a 30 day period, please re-apply.