

# LAC ELECTRIC, INC

EMPLOYMENT APPLICATION Your application will be considered active 30 days-to be considered for a job after that you must reapply.

LAC ELECTRIC, INC is an Equal Opportunity Employer. Applicants for all job openings are welcome and will be considered without regard to race, gender, age, national origin, color, religion, Disability, military status, or any other basis protected by applicable federal, state or local law.

Social Security No. \_\_\_\_\_

Name \_\_\_\_\_  
(First Name) (Middle Name) (Last Name)

Street Address \_\_\_\_\_ Apt. No. or Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Area Code \_\_\_\_\_ Phone \_\_\_\_\_

Are you older than 18? Yes \_\_\_ No \_\_\_ If not, birth date \_\_\_\_\_

## AVAILABILITY:

Total hours available per week \_\_\_\_\_

Are you legally able to be employed in the U.S.? Yes \_\_\_ No \_\_\_

How did you hear of job? \_\_\_\_\_

How far do you live from LAC ELECTRIC? \_\_\_\_\_

Do you have transportation? \_\_\_\_\_

## SCHOOL MOST RECENTLY ATTENDED:

Name \_\_\_\_\_ Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Area Code \_\_\_\_\_ Phone Number \_\_\_\_\_

Teacher or counselor \_\_\_\_\_ Dept. \_\_\_\_\_

Last Grade Completed \_\_\_\_\_ Grade Point Average \_\_\_\_\_

**RECENT JOB:** (If not applicable, list work performed on a volunteer basis or personal references.)

1) Company \_\_\_\_\_ Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Area Code \_\_\_\_\_

Phone Number \_\_\_\_\_ Job \_\_\_\_\_

Supervisor \_\_\_\_\_ Dates Worked: From \_\_\_\_\_ To \_\_\_\_\_

Salary \_\_\_\_\_ Reason For Leaving \_\_\_\_\_

2) Company \_\_\_\_\_ Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Area Code \_\_\_\_\_

Phone Number \_\_\_\_\_ Job \_\_\_\_\_

Supervisor \_\_\_\_\_ Dates Worked: From \_\_\_\_\_ To \_\_\_\_\_

Salary \_\_\_\_\_ Reason For Leaving \_\_\_\_\_

3) Company \_\_\_\_\_ Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Area Code \_\_\_\_\_

Phone Number \_\_\_\_\_ Job \_\_\_\_\_

Supervisor \_\_\_\_\_ Dates Worked: From \_\_\_\_\_ To \_\_\_\_\_

Salary \_\_\_\_\_ Reason For Leaving \_\_\_\_\_

**REFERENCES** List two school, work or personal references we may contact. Do not list family members.

Name	Relationship to You	How Long Have You Known This Person?	Type of Reference School, Work or Personal	Telephone
				Home Work
				Home Work

**U.S. MILITARY:** Branch of Service: \_\_\_\_\_ Date Entered \_\_\_\_\_

Date of Discharge \_\_\_\_\_ Highest Rank \_\_\_\_\_

Do you have service-related skills and experience applicable to civilian employment? Yes \_\_\_

No \_\_\_ If yes, Describe \_\_\_\_\_

What other relevant experience or training have you had and what other activities are you Involved in? (Exclude organizations that indicate race, religion, age, or national origin of members).

**GENERAL:** What other relevant experience or training have you had and what other activities are you involved in? (Exclude organizations that indicate race, religion, age, or national origin of members.) \_\_\_\_\_

U.S. Law requires that, if hired, you must furnish appropriate documentation establishing identity and employment eligibility. For example, acceptable documents include a U.S. Passport, Certificate of U.S. Citizenship, Certificate Naturalization or INS Forms 688A; a Social Security Card of birth certificate issued by government authority and a driver's license, school I.D. whit photo or other government issued documentation establishing identity. Certain other documents are equally acceptable. Pleasure consult a member of the management team and ask them for a copy of INS form I-9 for a list of these documents.

**CALIFORNIA EMPLOYMENT ONLY:**

You may excluded information regarding any conviction for which the record has been judicially ordered sealed, expunged or statutorily eradicated. You also may exclude information regarding any conviction that is more than two years old for violation of California Health and Safety Code Sections 11357, 11364, 11365 or 11550 (or predecessor statutes) as they relate to marijuana.

**AGREEMENT** Please read sign and date below.

**Nature of my employment.** If I am hired by LAC ELECTRIC, I agree that I will be an at-will employee, which means that either I or LAC ELECTRIC may end my employment at any time, with or without cause or notice. I agree that no written materials or verbal statements by LAC ELECTRIC will constitute an express or implied contract of continued employment and that this at-will relationship can only be modified in writing by LAC ELECTRIC'S Owner. I agree that, if hired, I will obey LAC ELECTRIC rules, including treating confidentially any information I learn during my employment.

**My participation in LAC ELECTRIC'S Drug free Environment.** I am not a current user of illegal drugs, and I agree I will never work under the influence of drugs or alcohol.

**My Record and References.** There is nothing in my background that would cause a risk to LAC ELECTRIC'S customers, employees or property. I authorize LAC ELECTRIC to conduct reference checks, criminal and driving records checks and other consumer report investigations. I release all parties from any liability from providing such information to LAC ELECTRIC. In this regard, I understand that conviction of a crime will not necessarily disqualify me from consideration for employment. I understand that the nature and date of the offense and the relevance of the offense to the position (s) applied for will determine my eligibility for employment.

**Information Certification.** I certify that the information I have provided to LAC ELECTRIC, Inc immediately if I am later charged with any of the crimes listed above. I agree that any false information or omission allows LAC ELECTRIC, INC to refuse to hire me, or to terminate my employment at any time.

**Agreement to Arbitrate.** Because of the delay and expense of the court systems, LAC ELECTRIC, INC and I agree to use confidential binding arbitration, instead of going to court, for any claims that arise between me and LAC ELECTRIC INC, its Related companies, and/or their current or former employees. Without limitation, such claims would include any concerning compensation, employment (including, but not limited to any claims concerning sexual harassment or discrimination), or termination of employment. Before arbitration, I agree: (i) first to present any such claims in full written detail to LAC ELECTRIC, INC; (ii) next, to complete any LAC ELECTRIC, INC internal review process; and (iii) finally, to complete any external administrative remedy (such as with the Equal Employment Opportunity Commission). In any arbitration, the then prevailing employment dispute

**resolution rules of the American Arbitration filling fee in excess of the similar court filing fee had I gone to court.**

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_