



# Employment Application

## Personal Information

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SSN \_\_\_\_\_

First Name \_\_\_\_\_ MI \_\_\_\_\_ Last Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone (\_\_\_\_\_) \_\_\_\_\_ Other Phone (\_\_\_\_\_) \_\_\_\_\_

Email Address \_\_\_\_\_ Driver's License No. \_\_\_\_\_

Have you lived at the previous address for more than five years? Yes No If no, please list previous address(es) on line(s) below:

Address \_\_\_\_\_

Address \_\_\_\_\_

Are you legally eligible to work in the United States? Yes No If you are under age 18, please state your age \_\_\_\_\_

Have you ever been convicted of a felony? Yes No

If yes, please give date, place, event and outcome \_\_\_\_\_

## Education

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High School \_\_\_\_\_ Did you graduate? Yes No If no, last grade completed \_\_\_\_\_

College \_\_\_\_\_ Did you graduate? Yes No Major \_\_\_\_\_

College \_\_\_\_\_ Did you graduate? Yes No Major \_\_\_\_\_

Other Education \_\_\_\_\_

## Employment Interest

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Position Desired \_\_\_\_\_ Date Available \_\_\_\_\_

Were you ever previously employed by Goodwill Industries of Kentucky, Independent Industries Inc., or one of its affiliates? Yes No

If yes, state the name(s) of the company and dates you were employed

\_\_\_\_\_  
\_\_\_\_\_

**Employment History**

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Please list past employment experiences below, beginning with the most recent or attach resume.

Company \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Address \_\_\_\_\_ Job Title \_\_\_\_\_  
\_\_\_\_\_ Salary (\$) \_\_\_\_\_  
Phone \_\_\_\_\_ Reason for leaving \_\_\_\_\_  
May we contact this employer? Y N If yes, name of Supervisor \_\_\_\_\_

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Address \_\_\_\_\_ Job Title \_\_\_\_\_  
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Phone \_\_\_\_\_ Reason for leaving \_\_\_\_\_  
May we contact this employer? Y N If yes, name of Supervisor \_\_\_\_\_

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**Professional References**

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Name \_\_\_\_\_ Phone \_\_\_\_\_  
Address \_\_\_\_\_  
Email \_\_\_\_\_ Relationship \_\_\_\_\_  
Name \_\_\_\_\_ Phone \_\_\_\_\_  
Address \_\_\_\_\_  
Email \_\_\_\_\_ Relationship \_\_\_\_\_  
Name \_\_\_\_\_ Phone \_\_\_\_\_  
Address \_\_\_\_\_  
Email \_\_\_\_\_ Relationship \_\_\_\_\_

**A. Conditions of Employment**

- I. The facts as stated on this application are true and correct. I understand that if employed, false statements on the application may cause my immediate dismissal.
- II. I understand that I may be required to work overtime as a condition of being employed here.
- III. In consideration of my employment, I agree to conform to the rules and regulations for employees. I understand I am an at-will employee and that this application is not a contract of employment with Independent Industries, Inc. (hereafter referred to as III) and that my employment and compensation can be terminated, with or without cause, at any time, at the option of either III or myself. I understand that no representative of III has any authority to enter into any verbal agreement for employment for any specified period of time or to make any agreement contrary to the foregoing and that no document, policy or practice of III may change the foregoing unless it is expressly titled "Employment Agreement" and signed by both myself and an officer of III.
- IV. I understand that by law I may be required to submit to a pre/ post- employment test for fitness, honesty and/or substance abuse.
- V. Upon separation of employment, I authorize III to withhold from my final paycheck any monies owed to them by me.

**B. Disclosure and Authorization for Background / Reference Investigation**

I understand that in connection with my application for employment, Independent Industries, Inc. (hereafter referred to as III) will verify information I have provided. I hereby authorize III to research my background with inquiries regarding my work history; court records, including criminal convictions, as permitted by law; driving history; verification of Social Security number; and references obtained from professional and personal associates. I authorize all previous employers, educational institutions, consumer reporting agencies, references, or other persons/entities having information about me to provide such information. I further release III and all parties involved in the investigation, from any claim or action for any liability whatsoever related to the process or results of the background/reference investigation. I understand results of my background check may be used in determining to make me an offer of employment and other employment decisions and that this disclosure authorization is not an offer for employment by, or a contract with III.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Independent Industries, Inc. is an Equal Opportunity Employer. We conduct all employment related activities without regard to race, color, sex, religion, age, national origin, citizenship, marital status, disability, veteran status, sexual orientation or any other classification protected by applicable State or Federal employment discrimination laws.

You are not required to supply any of the following information and your disclosure is completely confidential. The information below is for informational use only and will not be used for or against you in the employment process.

**Independent Industries, Inc. welcomes diversity in the workplace.**

Gender    F    M

**Disability Status**

**Race / Ethnicity**

Do you have a documented disability?    Y    N

**Please circle the one group you most identify yourself with:**

If yes, please list below:

Asian/ Pacific Islander

\_\_\_\_\_

American Indian or Alaskan Native

\_\_\_\_\_

Black/ African American (non-Latino)

\_\_\_\_\_

Latino

Note: All disabilities must be diagnosed by a medical doctor and a copy of all supporting paperwork must be submitted.

White (non-Latino)