



Are you lawfully entitled to be employed in the United States (must provide evidence if hired)?  No  Yes

Have you ever been convicted of a crime except a minor traffic violation?  No  Yes

If so, please state citation (type of offense / crime convicted), date and place where offense occurred (list all crimes).

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Are you currently using illegal drugs?  No  Yes

Have you within the last 12 months used illegal drugs?  No  Yes

Do you have a valid Michigan driver's license which allows you to legally drive a motor vehicle?  No  Yes

All Persons working in a non-office position are required to be able to physically carry a 28' extension ladder (Aprox 75 lbs) and to be able to climb such a ladder throughout a typical days work. Are you able to perform this task (with or without reasonable accommodation)?  No  Yes

Will you be able to travel out of town for a few weeks at a time without returning home?  No  Yes

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Please provide any additional information such as special skills, training, management experience, equipment operation or qualifications you feel will be helpful to us in considering your application: \_\_\_\_\_

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EDUCATION:	NAME AND ADDRESS OF SCHOOL	# OF YEARS ATTENDED	DID YOU GRADUATE?	SUBJECT / MAJOR
HIGH SCHOOL				
COLLEGE				
SPECIALIZED TRAINING				

Are you employed now?  No  Yes May we contact your present employer?  No  Yes

May we contact the employers listed?  No  Yes If not, which one(s)? \_\_\_\_\_

**CURRENT AND FORMER EMPLOYERS:** (Most Recent One First)

Resume Attached  No  Yes

DATE: MONTH / YEAR	NAME, ADDRESS AND TELEPHONE # OF EMPLOYER	SALARY: STARTING / ENDING	LAST POSITION HELD / RESPOSIBILITES	REASON FOR LEAVING
FROM/TO:				
FROM/TO:				
FROM/TO:				

Which jobs, if any, were you subject to FMCSR's and/or Safety Sensitive functions subject to drug and alcohol testing (please list each):

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**REFERENCES:** List three individuals not related to you, whom you have known for at least one year.

NAME:	ADDRESS & TELEPHONE:	RELATIONSHIP:	# OF YEARS ACQUAINTED

How did you learn about EARTHCOM, INC.? \_\_\_\_\_

**PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY BEFORE SIGNING TO INDICATE YOUR UNDERSTANDING:**

- Earthcom, Inc. is an Equal Opportunity Employer and does not discriminate in its employment policies or practices on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, height, weight, disability, genetic make-up or any other basis protected by law.
- Any person with a protected disability requiring accommodation for completing the application process or for the purposes of employment should notify Earthcom’s human resources department as soon as possible. Under Michigan law any such request must be made in writing within 182 days after the need for accommodation is known.
- I certify that the information I have given on this form, on any resume, or at any time during the application process is true and complete to the best of my knowledge. I understand and agree that any misrepresentation, material omission or falsehood will be cause for rejection of this application and for termination of employment, if employed.
- I authorize the investigation and verification of all statements contained in this application, or offered at any time during the application process, for any employment-related purpose. I hereby request that all listed employers and references, except those specifically excepted, contacted by Earthcom in connection with this application provide any requested information that may be relevant to my possible employment. I hereby release these references and former employers of any and all claimed liability arising out of such response and or disclosure and waive any written notice of release that may be required by law.
- I authorize Earthcom to obtain and review information contained in credit reports, including my criminal history for use in considering my application for employment and, if hired, for promotions or continued employment.
- If offered employment, I agree and consent to an investigation of my driving record. I also consent to provide blood/breath and urine specimens for alcohol and drug-screening analysis, the cost of which may be my responsibility. I understand and agree that **Earthcom** may require me to undergo a physical examination to determine if I can perform the essential functions of the job, with or without reasonable accommodation. I understand that *any offer of employment by Earthcom will be contingent on the results of such investigation, alcohol and drug screening, and physical examination.*
- I understand that if hired I will be an **“at-will”** employee and that my employment and compensation can be terminated at any time, with or without cause and with or without notice, at the option of either **Earthcom** or myself. I further understand that no supervisor or representative of **Earthcom**, other than the President, has any authority to enter into any agreement contrary to the foregoing and that such agreement must be in writing and signed by the President. In consideration of such employment, I agree to conform to the rules and policies of the company.

\_\_\_\_\_ Date

\_\_\_\_\_ Signature

**FOR EMPLOYER USE ONLY**

Interviewed By: \_\_\_\_\_ Date: \_\_\_\_\_ Hired?  No  Yes

Starting Date: \_\_\_\_\_ Position: \_\_\_\_\_ Wage: \_\_\_\_\_

**Applicant / Employee Identification Form**

Earthcom, Inc. is an Equal Opportunity Employer with a policy of nondiscrimination. As a federal contractor, Earthcom, Inc. is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, Earthcom, Inc. invites employees and applicants to voluntarily self-identify their race or ethnicity. ***Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment.*** The information obtained will be kept confidential and may only be used in accordance with the provision of applicable laws, executive orders, and regulations, including those that require the information to be summarize and reported to the federal government for civil rights enforcement.

Name: \_\_\_\_\_.

**Sex/Gender:**     male             female

**Race/Ethnicity (you may check one or more boxes as applicable):**

- Hispanic or Latino – a person of Cuban, Mexican, Puerto Rican, South or Central America, or other Spanish culture or origin regardless of race.
- White (Not Hispanic or Latino) – a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American (Not Hispanic or Latino) – a person having origins in any of the Black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian (Not Hispanic or Latino) – a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- American Indian or Alaska Native (Not Hispanic or Latino) – a person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.

**Veterans Status (check al that apply):**

- Disabled veteran.
- Veteran of Vietnam-era.
- Other Protected Veteran (served on active duty during war/campaign)
- Recently separated veteran (veterans within 36 months from discharge or release from active duty).