

Application for Employment

Date: _____

We consider applicants without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation or any other legally protected status.

APPLICANT INFORMATION

Position Desired		<input type="checkbox"/> Full Time	<input type="checkbox"/> Part Time
Last Name	First	M.I.	
Address		City, State, Zip	
Previous Address (if present address is less than 5 years)		City, State, Zip	
Phone		E-mail Address	
Date Available	Social Security No.	Desired Salary	
How Did You Learn About Us?	<input type="checkbox"/> Advertisement	<input type="checkbox"/> Website	<input type="checkbox"/> Employment Agency
	<input type="checkbox"/> Friend	<input type="checkbox"/> Relative	<input type="checkbox"/> Walk-in
	<input type="checkbox"/> Other _____		
On what date would you be available for work? _____			
Have you ever worked for Competent Care? YES <input type="checkbox"/> NO <input type="checkbox"/>		Filed an application before? YES <input type="checkbox"/> NO <input type="checkbox"/>	
Are you a citizen of the United States? YES <input type="checkbox"/> NO <input type="checkbox"/>		If no, are you authorized to work in the U.S. YES <input type="checkbox"/> NO <input type="checkbox"/>	
Have you ever plead guilty or "no contest" to, or been convicted of, a misdemeanor or felony? YES <input type="checkbox"/> NO <input type="checkbox"/>			
If yes, please give the date(s) and details:			
Have you been arrested for any matter for which you are out on bail or on your own recognizance pending trial? YES <input type="checkbox"/> NO <input type="checkbox"/>			
If yes, please give the date(s) and details:			
Note: Answering "Yes" to the above questions does not constitute an automatic bar to employment. Factors such as age and time of the offense, seriousness and nature of the violation and rehabilitation will be taken into consideration. (Do not include minor traffic infractions and convictions for which the record has been sealed or expunged, any conviction for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed, referrals to and participation in any pre- or post-trial diversion programs and marijuana-related offenses that occurred more than two years ago in answering these questions.)			

PRESENT OR PREVIOUS EMPLOYMENT

Company		Phone	()
Address		Supervisor	
Job Title		Starting Salary	\$
		Ending Salary	\$
Responsibilities			
From	To	Reason for Leaving	
May we contact your present/previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>		If no, please explain.	

PREVIOUS EMPLOYMENT					
Company				Phone	()
Address				Supervisor	
Job Title		Starting Salary	\$	Ending Salary	\$
Responsibilities					
From		To		Reason for Leaving	
May we contact your present/previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>					
If no, please explain.					

PREVIOUS EMPLOYMENT					
Company				Phone	()
Address				Supervisor	
Job Title		Starting Salary	\$	Ending Salary	\$
Responsibilities					
From		To		Reason for Leaving	
May we contact your present/previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>					
If no, please explain.					

EDUCATION							
School Name	Years Completed (Circle)	Occupation	Diploma/Degree Year	Address (Street, City and State)	Describe Course or Major	Telephone Number	Describe Training, Experience, Skills and Extra-curricular Activities
High School:	9 10 11 12						
College/University:	1 2 3 4						
Graduate/Professional:	1 2 3 4						
Trade/Correspondence							
Other:							

REFERENCES				
Name	Address	City, State, Zip	Phone #	Email
Name	Address	City, State, Zip	Phone #	Email
Name	Address	City, State, Zip	Phone #	Email

THIS APPLICATION WILL BE CONSIDERED ACTIVE FOR A MAXIMUM OF THIRTY (30) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY.

I CERTIFY THAT ALL INFORMATION I HAVE PROVIDED ON THE APPLICATION IS TRUE AND ACCURATE.

Date: _____ Signature of Applicant: _____

APPLICANT'S STATEMENT & AGREEMENT

In the event of my employment to a position in this Company, I will comply with all rules and regulations of this Company. I understand that the Company reserves the right to require me to submit to a test for the presence of drugs in my system prior to employment and at any time during my employment to the extent permitted by law. I also understand that any offer of employment may be contingent upon the passing of a physical examination. I consent to the disclosure of the results of any physical examination and related tests to the Company. I also understand that I may be required to take other tests, such as personality and honest tests, prior to and during my employment. I understand that should I decline to sign this consent or take any of the above tests, my application for employment may be rejected or my employment may be terminated. I understand that bonding may be a condition of hire. If it is, I will be so advised either before or after hiring and a bond application will have to be submitted.

I further understand that the Company may obtain Public Records about me as part of a background investigation and that I may waive my right to receive a copy of such Public Records by checking the box to the right.

I further understand that the Company may contact my previous employers. I authorize those employers to disclose to the Company all records and information pertinent to my employment with them. In addition to authorizing the release of any information regarding my employment, I hereby waive any rights or claims I have or may have against my former employers, their agents, employees and representatives, as well as other individuals who release information to the Company, and release them from any and all liability, claims or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable to me. I authorize the persons named herein as personal references to provide the Company with pertinent information they may have regarding me.

I hereby state that all the information I have provided on this application, interview or any other documents completed in connection with my employment is true and accurate. I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that if I am employed and any information provided to the Company is found to be false or incomplete in any respect, I may be terminated. I understand if selected for hire, it will be necessary for me to provide satisfactory evidence of my identity and legal authority to work in the United States, and that federal immigration laws require me to complete an I-9 Form in this regard.

I further agree and acknowledge that the Company and I will utilize binding arbitration to resolve all disputes that may arise out of the employment context. Both the Company and I agree that any claim, dispute, and/or controversy that either I may have against the Company (its owners, directors, officers, managers, employees, agents and parties affiliated with its employee benefit and health plans) or the Company may have against me, arising from, related to, or having any relationship or connection whatsoever with my seeking employment by, or other association with the Company shall be submitted to and determined by binding arbitration under the Federal Arbitration Act, in conformity with the procedures of the California Arbitration Act (Cal. Code Civ. Proc. Sec. 1280 et seq., including section 1283.05 and all of the Act's other mandatory and permissive rights to discovery). Included within the scope of the Agreement are all disputes, whether based on tort, contract, statute (including, but not limited to, any claims of discrimination and harassment, whether they be based on the California Fair Employment and Housing Act, Title VII of the Civil Rights Act of 1964, as amended, or any other state or federal law or regulation), equitable law, or otherwise, with exception of claims arising under the National Labor Compensation Act, Employment Development Department claims, or as otherwise required by state or federal law. However, nothing herein shall prevent me from filing and pursuing proceedings before the California Department of Fair Employment and Housing, or the United States Equal Employment Opportunity Commission (although if I choose to pursue a claim following the exhaustion of such administrative remedies, the claim would be subject to the provisions of this Agreement). In addition to any other requirements imposed by law, the arbitrator selected shall be a retired California Superior Court Judge, or otherwise qualified individual to whom the parties mutually agree, and shall be subject to disqualification on the same grounds as would apply to a judge of such court. All rules of pleading (including the right of demurrer), all rules of evidence, all rights to resolution of the dispute by means of motions for summary judgment on the pleadings, and judgment under code of Civil Procedure Section 631.8 shall apply and be observed. Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded and the arbitrator may not be observed. Resolution of the dispute shall be based solely on the law governing the claims and defenses pleaded and the arbitrator may not invoke any basis (including, but not limited to, notions of "just case") other than such controlling law. The arbitrator shall have the immunity of a judicial officer from civil liability when acting in the capacity of an arbitrator which immunity supplements any other existing immunity. Likewise, all communications during or in connection with the arbitration proceedings are privileged in accordance with Cal. Civil Code Section 47(b). As reasonably required to allow required allowing full use and benefit of this agreement's modifications to the Act's procedures, the arbitrator shall extend the times set by the Act for the giving of notices and setting of hearings. Awards shall include the arbitrator's written reasoned opinion. **I understand and agree to this binding arbitration provision, and both the Company and I give up our right to trial by jury of any claim the Company or I may have against each other.**

If hired, I agree as follows: My employment and compensation is terminable at-will, is for no definite period, and my employment and compensation may be terminated by either the Company (employer) or me at any time and for any reason whatsoever, with or without good cause.

This is the entire agreement between the Company and me regarding dispute resolution, the length of my employment and the reasons for termination of employment, and this agreement supersedes any and all prior agreements regarding these issues. It is further agreed and understood that any agreement contrary to the foregoing must be entered into, in writing, by the President of the Company. No supervisor or representative of the Company, other than its President, has any authority to enter into any agreement for employment for any specified period of time or make any agreement contrary to the foregoing. Oral representations made before or after you are hired to not alter this Agreement.

If any term or provision of this Agreement is declared void or unenforceable it shall be severed and the remainder of this Agreement shall be enforceable.

IF YOU HAVE ANY QUESTIONS REGARDING THIS STATEMENT, PLEASE ASK A COMPANY REPRESENTATIVE BEFORE SIGNING. I HEREBY ACKNOWLEDGE THAT I HAVE READ THE ABOVE STATEMENTS AND UNDER THE SAME. DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE STATEMENT AND AGREEMENT.

Signature of Applicant

Date