

Application Number: _____
Today's Date: _____

Symons Fire Protection, Inc.
Employment Application

It is essential that you supply all information requested completely and accurately. Failure to do so may result in rejection of the application.

Name (Last) _____ (First) _____ (Middle) _____
Telephone (____) _____
Present Residence Address _____ Apt. _____ City _____ State _____ Zip _____
If you have resided for less than 2 years at the above present residence, provide your previous residence address:
Prior Residence Address _____ Apt. _____ City _____ State _____ Zip _____

From what source did you learn that Symons Fire Protection was accepting applications? Please be specific in your response.

- School (Type & Name) _____
- Company/Business (Name) _____
- Job-site (Name) _____
- Other _____
- Employee (Name) _____
- Friend (Name) _____
- Relative (Name) _____

What position(s) are you applying for? (Check only one)

- Foreman
- Office Staff
- Superintendent
- Fitter
- Designers
- Shop
- Apprentice
- Sales
- Other _____

How much experience do you have in the position(s) for which you are applying?Years: _____
Wages expected: _____ Per Diem: _____
Will you work extra hours and off hours?.....Yes No
Are you able to perform the essential functions of the position(s) you are applying for with or without accommodation? Yes No
If you are offered a position, do you have dependable transportation? Yes No
Please state the furthest distance from your residence you are willing to commute on a daily basis. Miles: _____
If employed by Symons Fire Protection, would you be willing to relocate your residence for several months if there is an opening at a project outside of your initial geographic work area? Yes No
What date would you be available to start work? _____
Are you seeking a short term or long term position?
Have you ever used a different name? Yes No If so, list _____
Are you 18 years of age or older? Yes No
Are you legally authorized to work in the United States? Yes No
Are you currently employed?..... Yes No
Have you ever been employed with Symons Fire Protection?..... Yes No
If "yes," please identify the date(s) of employment: _____
Have you ever filed an application with Symons Fire Protection before? Yes No
If "yes," please identify the date(s): _____
Have you ever been involuntarily terminated or been asked to resign by an employer? Yes No
If so, describe: _____

Have you ever been convicted of a crime?* Yes No

If yes, give offense, date and disposition of case _____

*Please exclude convictions for which the record has been judicially expunged, sealed or eradicated, misdemeanor convictions for which probation has been completed and the case dismissed, marijuana-possession infractions more than two years old, or convictions for which a preguilty plea drug court program has been successfully completed. A conviction will not necessarily disqualify you from employment. Each case will be decided on its own merits.

Education & Licensing

High School (Name) _____ Years _____ City _____ State _____
Courses: _____ Did you graduate? ... Yes No

College (Name) _____ Years _____ City _____ State _____
Courses _____ Degrees: _____ Did you graduate? ... Yes No

State or Federal approved Apprenticeship Training Program (Name) _____
Trade _____ Years _____ City _____ State _____ Did you graduate? ... Yes No

Non-approved state or federal training (including military) in the construction trades (Name) _____
Trade _____ Years _____ City _____ State _____ Did you graduate? ... Yes No

Please list any state(s) where you have a journeyman certification, the type of certification, and your certification or license number(s).

Do you have a state contractors license? Yes No If "yes," which state(s)? _____
Is your license active? Yes No License Number(s) _____

Please describe any special qualifications you possess that would relate to the position for which you are applying.

Employment Experience

It is very important that Symons Fire Protection be able to contact the employers listed below. If Symons Fire Protection is unable to verify your employment with these employers, it will jeopardize your application.

LIST YOUR LAST 6 EMPLOYERS. DO NOT OMIT ANY.

Employer _____ Job Title _____ From: ____ / ____ / ____ To: ____ / ____ / ____
 _____ / ____ / ____
 Address _____ City _____ State _____
 Telephone (____) _____ Supervisor(s) _____ Start \$ _____ Final \$ _____
 \$ _____
 (Hourly / Wage / Salary)

Reason for leaving: _____
 Job Duties: _____
 Describe any advancements or promotions with this employer: _____
 Are you eligible for re-employment with this employer? Yes No
 If "no," explain: _____
 During your employment with this employer, were you ever reprimanded for?
 Poor Production..... Yes No Quality of Work..... Yes No
 Ability to Follow Instructions..... Yes No Ability to Work with Others..... Yes No
 Please describe any "yes" answers above. A "yes" answer does not necessarily disqualify you from employment at Symons Fire Protection: _____

 Employer _____ Job Title _____ From: ____ / ____ / ____ To: ____ / ____ / ____
 Address _____ City _____ State _____
 Telephone (____) _____ Supervisor(s) _____ Start \$ _____ Final \$ _____
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Reason for leaving: _____
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 Ability to Follow Instructions..... Yes No Ability to Work with Others..... Yes No
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 Employer _____ Job Title _____ From: ____ / ____ / ____ To: ____ / ____ / ____
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Poor Production.....Yes No Quality of Work..... Yes No
Ability to Follow Instructions..... Yes No Ability to Work with Others..... Yes No
Please describe any "yes" answers above. A "yes" answer does not necessarily disqualify you from
employment at Symons Fire Protection: _____

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Ability to Follow Instructions..... Yes No Ability to Work with Others..... Yes No
Please describe any "yes" answers above. A "yes" answer does not necessarily disqualify you from
employment at Symons Fire Protection: _____

References

Please list three professional references (preferably previous supervisors, etc.) who we may contact regarding your qualifications.

Name	Phone	Street	City/State/Zip	Occupation
	()			
	()			
	()			

This application for employment is considered to be pending for 30 days from the date of submission. Once the pending period has lapsed, a new application must be submitted.

PRE-EMPLOYMENT STATEMENT

I certify that the information given by me in this application is true and correct without omissions of any kind. I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am hired, regardless of the time lapsed before discovery.

I authorize an inquiry to be made into the information contained in this application if I am considered for employment. I hereby authorize Symons Fire Protection, Inc. (the "Company") to make a complete investigation into all aspects of my background and hereby release the Company from any liability in any way connected with that investigation. I hereby authorize the Company to thoroughly investigate my references, work record, education and other matters related to suitability for employment and, authorize the references I have listed to disclose to the Company any and all letters, reports, and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the Company, my former employers, educational institutions and references and all other persons, corporations, partnerships and associations from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

I understand that employment is contingent upon me submitting documentary proof of identity and legal authorization to work in the United States as required.

I understand that nothing contained in this employment application or conveyed in any interview are intended to create an employment contract between the Company and myself for a specific length of time or under which I can only be terminated for good cause. I understand that nothing contained in this employment application or in the granting of an interview, and no Company policies, procedures or handbooks that I might receive are intended to create an employment contract between the Company and myself limiting the Company's right to terminate, transfer, demote, suspend or administer employee discipline. No promises regarding employment have been made to me and I understand that no such promise or guarantee is binding upon the Company unless made in writing by an the President of the Company.

If an employment relationship is established, I understand that the Company and I have the right to terminate my employment at any time for any reason. I further understand that if an employment relationship is established, the Company retains the absolute right to terminate, transfer, demote, and administer employee discipline at any time for any reason. This is the entire agreement regarding the nature and duration of any employment. This at-will agreement will remain in effect throughout the duration of my employment and may only be changed by a written agreement signed by me and the President of the Company.

Applicant Signature

Date