

Application for Employment

(Please Print or Type)

Earth Promise d.b.a. Fossil Rim Wildlife Center ("Fossil Rim") is an Equal Opportunity Employer and adheres to applicable laws prohibiting discrimination on the basis of race, age, color, religion, sex, national origin, disability, Vietnam Era veteran and disabled veteran status or any other protected category or basis prohibited by Federal, State or Local Law.



DATE:

NAME (LAST)		FIRST		MIDDLE	
ADDRESS		CITY		STATE	ZIP
HOW LONG AT THIS ADDRESS?		HOME PHONE:		CELL PHONE:	
FOR INSURANCE PURPOSES, ARE YOU OVER 18? YES NO		E-MAIL			
EMPLOYMENT DESIRED: FULL TIME PART TIME TEMP		DATE AVAILABLE:		WAGES/SALARY APPLIED FOR:	
CAN YOU WORK WEEKENDS? YES NO		CAN YOU WORK HOLIDAYS? YES NO		HAVE YOU APPLIED TO FOSSIL RIM BEFORE? YES NO	
FOR WHICH POSITION ARE YOU APPLYING?			DO YOU HAVE FRIENDS OR FAMILY WORKING AT FOSSIL RIM? YES NO		
IF YOU HAVE FAMILY OR FRIENDS WORKING HERE - NAME(S):			HAVE YOU WORKED PREVIOUSLY FOR FOSSIL RIM? YES NO		

EMPLOYMENT VERIFICATION:

Are you a citizen of the United States or are you otherwise authorized to be employed in the United States under the Immigration Reform and Control Act of 1986? Yes No

Your legal status regarding your right to work in the U.S. will be subject to verification, and you will be required to present satisfactory documentary proof of employment authorization and identity to Earth Promise d.b.a. Fossil Rim Wildlife Center within three (3) days of employment with Fossil Rim.

PROFESSIONAL REFERENCES		
(Do not list relatives)		
NAME/ADDRESS	OCCUPATION	DAYTIME PHONE NUMBER
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GENERAL INFORMATION:

In the last seven years, have you been convicted of, or pleaded guilty to, any crimes (felonies and misdemeanors including crimes committed during military service)? Yes No

Are you presently under indictment or are you currently a defendant in any criminal proceeding?
Yes No*

*Conviction of a crime or indictment will not necessarily disqualify you from employment.

If you answered "yes" to either of the above questions, please briefly describe the details indicating the date, nature and place of the offense and the sentence received below in the space provided.

Explanation:

COMPLETE THIS SECTION IF YOU ARE APPLYING FOR A POSITION THAT REQUIRES DRIVING A COMPANY VEHICLE/MACHINERY

Have you a valid driver's license? Yes No State: Driver's License #:

Has your license ever been suspended? Yes No

If yes, please explain:

EDUCATION

SCHOOL ATTENDED	NAME/ADDRESS	YEARS COMPLETED	DIPLOMA/DEGREE MAJOR
LAST HIGH SCHOOL			
POST SECONDARY			

SKILLS: Please list any skills you possess that are applicable to the position you are applying for:

LANGUAGES:

COMPUTER SKILLS:

SPECIAL TRAINING:

MILITARY SERVICE

BRANCH OF SERVICE	INITIAL RANK	LAST RANK HELD
DESCRIBE DUTIES WHILE IN THE MILITARY		
MILITARY SCHOOL/SPECIAL TRAINING		

EMPLOYMENT HISTORY

Are you employed now? Yes No

If Yes, may we inquire of your present employer? Yes No

May we do so at a later date? Yes - When? No

Have you ever been fired? Yes No

Please explain if you have answered yes to the above question:

LIST ALL JOBS, MILITARY SERVICE, OR SELF EMPLOYMENT FOR THE LAST TEN YEARS, BEGIN WITH PRESENT. USE SEPARATE SHEET OF PAPER IF MORE SPACE IS NEEDED. EMPLOYMENT HISTORY MUST BE COMPLETED EVEN IF A RÉSUMÉ HAS BEEN SUBMITTED.

NAME OF EMPLOYER		TYPE OF BUSINESS		
ADDRESS/CITY/STATE/ZIP				
PHONE	MAY WE CONTACT? Yes No	NAME OF SUPERVISOR AND TITLE		
FROM (MM/YYYY)	TO (MM/YYYY)	STARTING PAY	FINAL PAY	LAST JOB TITLE
DESCRIPTION OF RESPONSIBILITIES				
REASON FOR LEAVING				

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ADDRESS/CITY/STATE/ZIP				
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FROM (MM/YYYY)	TO (MM/YYYY)	STARTING PAY	FINAL PAY	LAST JOB TITLE
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DESCRIPTION OF RESPONSIBILITIES				
REASON FOR LEAVING				

READ AND UNDERSTAND BEFORE SIGNING

(Application for Employment for Fossil Rim Wildlife Center)

Initial Each

_____ I understand that employment and continued employment with Fossil Rim Wildlife Center is employment at will, and may be terminated by me or Fossil Rim Wildlife Center at any time without notice or for any reason. No commitment for a term of employment shall be inferred or otherwise assumed from any source whatsoever, written or oral. Employment for any specified duration, including "lifetime" employment, shall not be valid or binding on the employee or Fossil Rim Wildlife Center unless it is expressly set forth in a written document and signed by the employee and the Executive Director or the President of the Board of Directors. Employment-at-will is a term and condition of employment and continued employment for all persons employed by Fossil Rim Wildlife Center. Fossil Rim may alter, cancel or add regulations, personnel policies or procedures, job titles, job descriptions, compensation, working conditions and/or Fossil Rim's benefits, terms and conditions of employment and continued employment from time to time for any reason in its discretion and without advance notice to any person employed by Fossil Rim Wildlife Center, except employment at will as a term of employment and continued employment. Recognition of these rights and prerogatives of Fossil Rim Wildlife Center is a term and condition of employment and of continued employment.

_____ I understand and acknowledge that as a condition of any employment offered to me by Fossil Rim Wildlife Center, I will be required to sign an Arbitration Agreement (Alternate Dispute Resolution Agreement). This agreement requires that claims or disputes relating to on-the-job- injury (that cannot otherwise be resolved by the Company and the employee) must be submitted to an arbitrator, rather than a court and a jury. No change in regulations, personnel policies, job descriptions, duties or titles, benefits, working conditions or compensation will alter this agreement in any way.

_____ I understand that employment and continued employment is conditioned upon verification of all information contained in this application or other pre-employment questionnaires or interviews, including, but not limited to, verification of ability to perform essential functions of the position with or without reasonable accommodation and of applicable lawful age and legal right to work in the United States as provided under applicable law. I agree to furnish such additional information as may be required to complete my employment file and to verify the information contained therein.

_____ I understand that employment and continued employment is contingent upon passing all background checks, including, but not limited to, the drug test. I authorize (a) an investigation of all matters concerning my past employment, work as an independent contractor, credit, character or other activities; and (b) the issuance of any information by any person, company, or corporation with respect to any of the above, including statements which may be furnished or obtained concerning my background at any time. I release from any and all liability and responsibility all persons, companies and corporations supplying such information and Fossil Rim's agents in obtaining the same. I understand that I may be required to authorize Fossil Rim to obtain a consumer report or investigative consumer report, in accordance with applicable law, which authorization is contained in a separate document.

_____ I understand that if employed I will be required to abide by all the rules and regulations of Earth Promise d.b.a. Fossil Rim Wildlife Center, including applicable safety rules, and I agree to use such protective clothing and devices as may be required by Fossil Rim Wildlife Center.

_____ I understand and agree that any false, misleading, or incomplete information given in my application, interview(s), or other pre-employment questionnaires and procedures, regardless of when discovered by Fossil Rim Wildlife Center, will be sufficient basis for my disqualification for employment or, if already employed by Fossil Rim Wildlife Center, the termination of my employment with Fossil Rim Wildlife Center. I agree that Fossil Rim Wildlife Center shall not be liable in any respect if I am not hired or if my employment is terminated as a result of providing such false, misleading or incomplete information.

_____ I hereby acknowledge that I have read and understood all of the information above written and agree to the terms therein. I also acknowledge that if this application should be signed electronically, the electronic signature will be considered valid. This signature will certify that I, the applicant, have personally completed this application.

Applicant's Signature _____
(Type your name above as your valid electronic signature)

Date _____

Print Name _____
(Print name not necessary if signing electronically)

(for your records: cf 'hc' 2UJ #a UJ)