

Accurate Electric
6901 Americana Parkway
Reynoldsburg, OH 43068
PH (614) 863-1844
FAX (614) 759-1437

Employment Application

1. **Equal Opportunity Employment.** All qualified applicants will receive consideration without unlawful regard to age, race, color, religion, creed, sex, marital status, national origin, disability, marital status, or any other basis protected by law. If you have any concern about the legality of any question, please call it to the attention of a Company officer and discuss your concerns.

2. **Completeness And Accuracy Of Information.** I represent that all of the information now or hereafter given by me in support of my application for employment is true and complete. I understand that my false, omitted, or misleading information submitted during the application process will disqualify me from consideration for hire. If I have already been hired before the falsification or omission is discovered, my employment will be terminated.

3. **Authorization For Release Of Information And Release From Liability.** I authorize you to verify any of the information given during the application process appropriate individuals, companies, institutions, or agencies and I authorize them to release such information you require, including my prior disciplinary employment records, criminal background, security clearance, past employment, and education without any obligation to give me a written notice of disclosure. I hereby release you and them from any liability whatsoever as a result of such inquiries and disclosures. A photocopy or other electronic reproduction of this authorization/release is binding and may be relied upon.

4. **No Written, Oral, Or Implied Contracts.** I understand that all employment with the Company is "at will." This means that just as I have the right to terminate the employment relationship at my time, with or without reason; the Company retains a similar right. I understand that any written company documents, or any oral statements made either during the application process or, if I am employed, after I am employed should not be relied upon by myself as altering this general policy. I acknowledge that only the Company President has the authority to alter the at-will nature of employment, and then only by a written contract specifically signed by the individual and the Company President.

5. **Travel Or Relocation.** I understand that the nature of the business of the Company is such that I must be willing to travel or even move to various locations. I agree to travel or move when required.

6. **Policies and Benefits May Be Altered.** I understand that, as a part of the nature of at-will employment, the Company may at its option, change, delete, suspend, or discontinue any policy that may be in place during my employment at any time, without prior notice. I also acknowledge that the Company reserves the right to change, delete, suspend, or discontinue any part or parts of any benefit program at any time without prior notice, both while an individual is actively employed and after the employment relationship has terminated, including by retirement.

7. **Job Application Policy.** We generally accept job applications only when we have determined there are jobs available or soon to be available which we intend to fill. When we make a determination there are jobs which we intend to fill, we reserve the right to review active applications already on file

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prior to accepting applications. Given the nature of our business, we reserve the right to not hire persons even though applications have been accepted should we determine our needs were not as we initially projected. Applications are considered 'active' for a period of 30 calendar days from the date they were initially signed. An applicant who wishes to be considered after the expiration of that period may establish one(1) additional 30 day 'active' period by either calling or personally visiting the company office no sooner than five (5) calendar days prior to and no later than five (5) calendar days after the expiration of the initial 30 day period. In that event, the second 30 day active period will commence immediately upon the expiration of the first. After the expiration of the "active" period, a new application must be completed.

8. Health Examination. I understand and agree that an offer of employment may be conditional upon successful completion of a health examination which includes a drug screen. I further understand that if I am offered employment and refuse to participate in the health examination or drug screen, my offer of employment will be withdrawn. I further understand that if alcohol or illegal drugs are detected, I will not be employed.

9. Background Investigation. We are required to advise you a routine inquiry may be made which will provide applicable information concerning character, general reputation, personal characteristics; and mode of living. I have a right to make a written request within a reasonable period of time to receive additional detailed information about the nature and scope of any such investigative report that is made.

Personal Information

First Name:

Last Name:

Present Address:

City, State, Zip Code:

Phone Number:

Additional Address Where You May Be Reached (If Applicable):

Last Previous Address:

City, State, Zip Code:

Position You Are Applying For:

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Have you worked for this company before? If yes, when?

How did you learn about this company?

Friends or Relatives working for this company:

May we contact you at work? If yes, what is your work's number and what time can we call you?

Are you 18 years of age or older? If you are under 18, can you furnish a work permit?

Are you legally eligible for employment in this country? (Proof of this status will be required upon employment.)

Have you ever been fired from a job or asked to resign? If yes, please provide a full explanation.

How many days were you absent from school or work within the past 12 months?

How many days were you late to school or work within the past 12 months?

Have you filed an application with this company before? If you have filed a previous application with this company, give date(s).

Have you ever pled either guilty or no contest to or been convicted of any felony, or of any crime involving honesty? (An affirmative answer will not necessarily preclude employment) If yes, give dates, places, and disposition(s).

Will you work overtime and/or on-call if required?

Will you travel?

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Education

High School:

Courses Studied:

Completed?

Technical, Trade, or Business School:

Courses Studied:

Completed?

College:

Major:

Completed?

Graduate School:

Major:

Completed?

Other Classes including evening, part-time, and seminars:

Courses Studied:

Completed?

Military experience: (If inapplicable, type N/A)

Please list your previous work history and employers and describe your job(s) you completed:

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Capabilities and Special Skills

Note: You may be asked specific questions, in addition to the following questions, about the functions of the particular position you are seeking. Any indication of limitation or restriction will NOT preclude employment.

Are you able, with or without reasonable accommodations, to:

Stand for a full 8 to 10 hour day?

Engage in repetitive bending?

Engage in repetitive twisting?

Routinely and repetitively lift up to 100 pounds to waist height?

Routinely and repetitively lift up to 50 pounds above your head?

Work overhead from scaffolds and ladders?

Please indicate your experience level on how well you can operate or perform the following by typing **“Very well, Yes with assistance or help, Little experience/Need more training, or Never used or done before.”**

Equipment or Task

Hydraulic Bender:

Power Threader:

VOM Meter:

Aerial Truck:

Power Trencher:

Hand Spade:

Power Puller:

Hand Bender:

Supervise People:

Work Unsupervised: