



APPLICATION FOR EMPLOYMENT

D. S. Cole Growers is an equal opportunity employer and does not discriminate on the basis of race, religion, color, national origin, age, sex, gender, disability, genetic information, or any other characteristic protected by law.

INTRODUCTORY INFORMATION:

Name: _____ Date: _____
Address: _____
City: _____ State: _____ Zip: _____ Phone: _____
Email: _____

APPLICANT QUESTIONS:

Type of worked desired: _____ Salary desired: _____ Date Available: _____

If hired, can you provide documents required to establish your eligibility to work in the U.S.? Yes No

Are you 16 years of age or older? Yes No

How were you referred to D. S. Cole Growers? _____

Have you ever been convicted of, or pled guilty or no contest to, a crime other than a minor traffic violation? Yes No

If yes, please explain in detail on a separate piece of paper and include the date of final disposition of the case and the nature of the offense. This information will not necessarily disqualify you from employment but false or misleading information will. Factors such as age and time of the offense, seriousness and nature of the violation, and rehabilitation will be taken into account.

EDUCATION:

High School or last grade completed:

Name & Address of School: _____

Course of Study: _____ Number of years completed: _____

Degree/Diploma: _____

College or Technical School

Name & Address of School: _____

Course of Study: _____ Number of years completed: _____

Degree/Diploma: _____

Other Schooling or Training

Name & Address of School: _____

Course of Study: _____ Number of years completed: _____

Degree/Diploma: _____

MILITARY EXPERIENCE:

Branch of Service: _____

Rank/Type of Service: _____

Job-Related Training/Experience: _____

RECORD OF EMPLOYMENT:

List positions starting with most recent:

Employer: _____ Telephone: _____

Address: _____

Position Title: _____ Supervisor: _____

Supervisor's Phone # _____ Supervisor's Email: _____

Start Date: _____ Date Left: _____ Beginning Salary: _____ Ending Salary: _____

Duties: _____

Reason for Leaving: _____

Employer: _____ Telephone: _____

Address: _____

Position Title: _____ Supervisor: _____

Supervisor's Phone # _____ Supervisor's Email: _____

Start Date: _____ Date Left: _____ Beginning Salary: _____ Ending Salary: _____

Duties: _____

Reason for Leaving: _____

Employer: _____ Telephone: _____

Address: _____

Position Title: _____ Supervisor: _____

Supervisor's Phone # _____ Supervisor's Email: _____

Start Date: _____ Date Left: _____ Beginning Salary: _____ Ending Salary: _____

Duties: _____

Reason for Leaving: _____

WORK-RELATED REFERENCES: (Do not include relatives)

| Name | Occupation | Years Known | Contact Information |
|----------|------------|-------------|---------------------|
| 1. _____ | _____ | _____ | _____ |
| 2. _____ | _____ | _____ | _____ |
| 3. _____ | _____ | _____ | _____ |

STATEMENT (Please read this statement carefully before signing this application):

If employed, I agree to comply with D. S. Cole Grower's rules and policies, and I acknowledge that these rules and policies may be changed at any time at the discretion of the Company.

The facts set forth in my application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements or omissions on this application, my resume and all accompanying documents, are cause for termination, regardless of the time elapsed before discovery. I authorize D. S. Cole Growers to check and verify all information provided in my application, and hereby release D. S. Cole Growers and its agents and employees from any claims, charges, or liabilities whatsoever that may result from the verification process.

I understand that an offer of employment is contingent upon satisfactory proof of lawful employment status, as set forth in the Immigration Reform and Control Act of 1986 and reference and background checks. Permission is hereby given to D. S. Cole Growers or any agent thereof to investigate previous employment, educational background, criminal background and reference information including job performance, salary history, employment dates, etc. I release D. S. Cole Growers, its subsidiaries and former employers from any liability resulting from any information provided in connection with this application. Further I understand that an offer of employment is also contingent on successfully passing a drug test.

I understand that the employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by applicable local, state and federal law.

I understand that if I am hired, I will be required to provide proof of 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.

Finally, I understand that my employment at D. S. Cole Growers is at-will and may be terminated at any time by either D. S. Cole Growers or myself with or without cause. I understand that signing the D. S. Cole Growers At-Will Agreement is a condition of employment at D. S. Cole Growers. I understand that any change in at-will status must be in writing signed by me and the Company. I understand that the receipt of this application does not imply that I will be employed. I understand that this employment application is not an express or implied employment contract, and if I am employed, does not alter my at-will employment relationship with D. S. Cole Growers. I further understand that D. S. Cole Growers Employee Handbook and the policies contained therein do not constitute an express or implied employment contract, and if I am employed, do not alter my at-will employment relationship with D. S. Cole Growers.

Signature of Applicant: _____ **Date Signed:** _____