



# CHEM-DRY OF BUFFALO

41 Dyke Road  
West Seneca, NY 14224  
Phone 716-706-0003

## APPLICATION FOR EMPLOYMENT

### BACKGROUND CHECKS

Chem-Dry of Buffalo is concerned about violence in the workplace, falsified employment applications, & employee theft.

We will conduct a full background check on all candidates for employment.

*PLEASE COMPLETE AND SIGN THE SEPARATE NOTIFICATION FORM*

### DRUG SCREENING

Chem-Dry of Buffalo is committed to maintaining a DRUG-FREE workplace.

All offers of employment are contingent upon successful

completion of a pre-employment drug screen.

*PLEASE COMPLETE AND SIGN THE SEPARATE NOTIFICATION FORM*

Thank you for considering a position with our company. We appreciate the time you are dedicating to the completion of this application. It is important that you fully and accurately complete this application yourself and indicate the position(s) for which you wish to be considered. Please be sure to complete this application in the most thorough and cautious manner possible, as we use a sophisticated and detailed background and employment screening process that will disclose inaccurate, false, incomplete and/or omitted information. This application will remain on file for 180 days from the date.

### PERSONAL INFORMATION

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Middle Name \_\_\_\_\_

~~Social Security Number \_\_\_\_\_~~ Driver License Number \_\_\_\_\_ State Issued \_\_\_\_\_

Home Telephone ( \_\_\_ ) \_\_\_\_\_ Cell Telephone ( \_\_\_ ) \_\_\_\_\_ ~~Business Telephone ( \_\_\_ ) \_\_\_\_\_~~

Email Address \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Please list the cities and corresponding state in which you have lived during the past 7 years:

\_\_\_\_\_

For identification purposes, please provide: Month of Birth \_\_\_\_\_ (Jan - Dec) Day of Birth \_\_\_\_\_ (1 - 31)

Have you used any name(s) and/or social security number(s) other than that noted above?  Yes  No

Please List Other Name(s) Used \_\_\_\_\_

Are you at least 18 years old?  Yes  No

If hired, can you present evidence of your U.S. citizenship?  Yes  No

If hired, would you have a reliable means of transportation to and from work?  Yes  No

### EMPLOYMENT INFORMATION

Position Desired \_\_\_\_\_

Are you applying for part time or full-time work?  P/T  F/T

Are you applying for temporary work (e.g. summer or holiday)?  Yes  No

(2) Company Name \_\_\_\_\_ Type of Business \_\_\_\_\_

City/State \_\_\_\_\_ Telephone ( \_\_\_\_ ) \_\_\_\_\_

Supervisor Name/Title \_\_\_\_\_

Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_ Job Title \_\_\_\_\_

Please describe both your position and responsibilities:

\_\_\_\_\_

Earnings: Starting \_\_\_\_\_  Hourly  Monthly  Yearly Ending \_\_\_\_\_  Hourly  Monthly  Yearly

Was your termination voluntary or involuntary?  Voluntary  Involuntary

Please describe the exact reason for your termination:

\_\_\_\_\_

(3) Company Name \_\_\_\_\_ Type of Business \_\_\_\_\_

City/State \_\_\_\_\_ Telephone ( \_\_\_\_ ) \_\_\_\_\_

Supervisor Name/Title \_\_\_\_\_

Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_ Job Title \_\_\_\_\_

Please describe both your position and responsibilities:

\_\_\_\_\_

Earnings: Starting \_\_\_\_\_  Hourly  Monthly  Yearly Ending \_\_\_\_\_  Hourly  Monthly  Yearly

Was your termination voluntary or involuntary?  Voluntary  Involuntary

Please describe the exact reason for your termination:

\_\_\_\_\_

**UNEMPLOYMENT HISTORY**

Please account for all times of unemployment during the last ten years, after completing school, by listing both the exact period(s) of time and the corresponding reasons for unemployment. Please do not include periods of unemployment of one month or less.

\_\_\_\_\_

**PROFESSIONAL REFERENCES**

List below three persons not related to you, from either a business or academic settings, who have knowledge of your professional performance abilities within the last three years.

(1) Reference Name \_\_\_\_\_ Relationship \_\_\_\_\_ Years Known \_\_\_\_\_

Company/Institution Name \_\_\_\_\_ Telephone ( \_\_\_\_ ) \_\_\_\_\_

I understand that, if hired, I may not hold other employment or engage in other activities that create a conflict of interest with my position with the company, unless I have been given permission in writing by the company.

Initials \_\_\_\_\_

**AUTHORIZATION TO OBTAIN INFORMATION**

I voluntarily and knowingly authorize any present or past employer or supervisor, educational institution, administrator, law enforcement agency, state, local, or federal agency, credit bureau, collection agency, private business, military branch or the national personnel records center, personal reference, and/or any other persons to give records or information they may have concerning my criminal history, motor vehicle history, educational history, license history, employment history (including character, earnings, and reasons for termination), or any other information requested by the company deemed pertinent to my employment. (See Separate Agreement)

Initials \_\_\_\_\_

**RELEASE**

I voluntarily waive all recourse, and release any company, individual or organization from liability for complying with any request from the company or agents of the company (including any consumer reporting agency) to obtain any information from any source whatsoever relating to my application for employment. I further release the company or any individual within the company regarding the use of any information received which may have bearing on my application for employment.

Initials \_\_\_\_\_

**NOTIFICATION AND COMPLIANCE**

I agree to immediately notify the company if I should be convicted of a crime while my application is pending or during my employment, if hired. If I become employed, in consideration of my employment, I agree to comply with the rules, regulations, policies and procedures of the company.

Initials \_\_\_\_\_

**AGREEMENT FOR ARBITRATION**

I acknowledge that the company promotes a voluntary system of alternative dispute resolution, which involves binding arbitration to resolve all disputes which may arise out of the employment context. Because of the mutual benefits (such as reduced expense and increased efficiency) that private binding arbitration can provide both the company and myself, I voluntarily agree that any claim, dispute, and/or controversy (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, as well as all other state or federal laws or regulations) that would otherwise require or allow resort to any court or other governmental dispute resolution forum between myself and the company (or its owners, directors, officers, managers, employees, agents, and parties affiliated with its employee benefit and health plans) arising from, related to, or having any relationship or connection whatsoever with my seeking employment with, employment by, or other association with the company, whether based on tort, contract, statutory, or equitable law, or otherwise (with the sole exception of claims arising under the National Labor Relations Act which are brought before the National Labor Relations Board, claims for medical and disability benefits under the California Workers' Compensation Act, and Employment Development Department claims) shall be submitted to and determined exclusively 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). However, in addition to requirements imposed by law, any arbitrator herein shall be a retired California Superior Court Judge and shall be subject to disqualification on the same grounds as would apply to a judge of such court. To the extent applicable in civil actions in California courts, the following shall apply and be observed: 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, judgment on the pleadings, and judgment under Code of Civil procedure Section 631.8. Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded, and the arbitrator may not invoke any basis (including, but not limited to, notions of "just cause") 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 full use and benefit of this agreement's modifications to the Act's procedures, the arbitrator shall extend the times set by the Action for the giving of notices and setting of hearings. Awards shall include the arbitrator's written reasoned opinion and, at either party's written request within ten days after issuance of the award, shall be subject to affirmation, reversal, or modification, following a review of the record and arguments of the parties by a second arbitrator who shall, as far as practicable, proceed according to the law and procedures applicable to appellate review by the California Court of Appeal of a civil judgment following court trial. Should any term or provision, or portion thereof, be declared void or unenforceable, it shall be severed and the remainder of this agreement shall be enforceable. I UNDERSTAND BY VOLUNTARILY AGREEING TO THIS BINDING ARBITRATION PROVISION, BOTH I AND THE COMPANY GIVE UP OUR RIGHTS TO TRIAL BY JURY. (See Separate Agreement)

Initials \_\_\_\_\_

**AGREEMENT FOR AT-WILL EMPLOYMENT**

I understand and agree that nothing contained in this application, or conveyed during any interview which may be granted, or during my employment if hired, is intended to create an employment contract between me and the company. In addition, I understand and agree that if you employ me, in consideration of my employment, my employment will be at-will, for no definite or determinable period of time, and may, regardless of the date of payment of my wages or salary, be terminated at any time, for any reason or for no reason at all, with or without prior notice, at the option of the company or me. I understand and agree that no promises or representations contrary to the foregoing are binding on the company unless made in writing and signed by me and an authorized officer of the company. I promise that I have not relied, and will not rely, on any oral or written statements to the contrary. I understand and agree that this is the entire agreement between me and the company regarding the term of my employment and replaces any other oral or written agreement or understanding. (See Separate Agreement)

Initials \_\_\_\_\_

I certify that all of the information provided on this application is true and accurate.

Signature \_\_\_\_\_ Print Name \_\_\_\_\_ Date \_\_\_\_\_