



INTEGROUS

FENCES AND DECKS

PLEASE PRINT ALL
INFORMATION REQUESTED
EXCEPT SIGNATURE

APPLICATION FOR
EMPLOYMENT - APPLICANTS
MAY BE TESTED FOR ILLEGAL
DRUGS

CURRENT EMPLOYEES PLEASE COMPLETE PAGES 1 & 2 IN THEIR ENTIRETY!

NEW APPLICANTS PLEASE COMPLETE ALL PAGES

DATE _____

Name _____
Last First Middle

Present address _____
Number Street City State Zip

Telephone (____) _____

Email address _____ Social Security No. _____ - _____ - _____

Date of Birth _____

Position applied for _____
Salary desired _____ (Be specific)

Days/hours available to work
No Pref _____ Thur _____
Mon _____ Fri _____
Tue _____ Sat _____
Wed _____

How many hours can you work weekly? _____

How soon are you available for work? _____

DO YOU HAVE A DRIVER'S LICENSE? Yes No

Do you have reliable transportation to work? _____

Driver's license number _____ State of issue _____ Operator Commercial (CDL) Chauffeur

Expiration date _____

Have you had any accidents during the past three years? How many? _____

Have you had any moving violations during the past three years? How Many? _____

Job title applying for:

Why are you interested in this position with us?

Why do you want to be chosen for this position and how would it bring fulfillment to you?

Why are you qualified for this position (both in experience and personal abilities & strengths)?

What do you consider to be your greatest strength that would make you exceptional at this job?

Identify the greatest challenge you would need to overcome for this position.

Are you able to and do you enjoy leading people?

Are you able to speak truth in a candid way that others can accept and grow from knowing that you have their best in mind (give examples of times you did this)?

Do you perform well under pressure and if so how do you handle it?

Are you a team player? Are you willing to make personal sacrifices at times when the job requires it? (i.e. missing an evening appointment or a day off...)

Can you commit to being under authority and supporting your supervisor 100% even when you may have a better way of executing a certain action or prefer performing a different task than what is asked of you?

What skills or areas do you excel in and enjoy doing? What types of tasks do you not particularly enjoy?

Are you physically able to perform the tasks that are needed for this position?

Do you have any current medical conditions?

If applying for a field crew position, please complete the following:

1. Have you had/do you have chronic back problems that would hinder you from performing manual labor?
2. Rate how hard you push your body when you work on a scale of 1-10, with 1 being not at all and 10 being maxed out.
3. Are you able to drive a vehicle with a manual transmission and what is the largest truck you have driven previously?
4. Can you safely operate a vehicle with a trailer and do you have experience with backing trailers?

How did you hear of us (if person, give name)?

HAVE YOU EVER BEEN CONVICTED OF A CRIME? No Yes

If yes, explain number of conviction(s), nature of offense(s) leading to conviction(s), how recently such offense(s) was/were committed, sentence(s) imposed, and type(s) of rehabilitation. _____

EMPLOYMENT HISTORY

Name of employer Address City, State, Zip Code Phone number	Name of last supervisor	Employment dates	Pay or salary
		From To	Start Final
May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	Your last job title		
Reason for leaving (please be specific)			
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.			

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		From To	Start Final
May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No		Your Last Job Title	
Reason for leaving (please be specific)			
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.			

EDUCATION HISTORY

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NUMBER OF YEARS COMPLETED	MAJOR & DEGREE
High School				
College				
Bus. or Trade School				
Professional School				

REFERENCES

Please list two references other than relatives or previous employers.

Name _____	Name _____
Your relationship _____	Your relationship _____
Organization _____	Organization _____
Address _____ _____	Address _____ _____
Telephone () _____	Telephone () _____

PLEASE READ CAREFULLY

APPLICATION FORM WAIVER

In exchange for the consideration of my job application by Integrous (hereinafter called "the Company"), I agree that:

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. I hereby give the Company permission to contact schools, previous employers (unless otherwise indicated), references, and others, and hereby release the Company from any liability as a result of such contract.

I also understand that (1) the Company has a drug and alcohol policy that may provide for pre-employment testing as well as testing after employment; (2) consent to and compliance with such policy is a condition of my employment; and (3) continued employment is based on the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.

I consent to the Company viewing any social media outlet, such as Facebook, Twitter, Linked-In, and the like, that is readily available in the public domain, to which I may be involved to ensure my employment to be within the Company's mission, purposes, and cultural fit. I release the Company from any and all liability for such use of the information so obtained as it affects my consideration for a job with the Company.

I further understand that my employment with the Company shall be probationary for a period of sixty (60) days, and further that at any time during the probationary period or thereafter, my employment relation with the Company is terminable at will for any reason by either party.

Signature of applicant _____ **Date:** _____

Thank you for completing this application form and for your interest in our business.