



APPLICATION FOR EMPLOYMENT

To the Applicant: We appreciate your interest in our Company and assure you we are interested in your qualifications. A clear understanding of your background and work history will aid us in seeking to place you in a position which, in our judgment, best meets your qualifications.

It is our policy at **Fabiano Brothers, Inc.** to recruit, hire, and promote for all job classifications without regard to race, religion, color, creed, national origin, age, gender, marital status, sexual orientation or preference, disability, veteran status, or other protected status. All staffing decisions are based solely on the qualifications of each individual. We do not discriminate in working conditions or any other terms, conditions, or privileges of employment including compensation, training, promotion, or separation.

| | |
|--------------------------------|----------------------------|
| Position(s) Applied for: _____ | Date of Application: _____ |
|--------------------------------|----------------------------|

How did you learn about **Fabiano Brothers, Inc.**?

Advertisement
 College _____
 Relative/ Friend _____
 Walk-In
 Other _____

PERSONAL INFORMATION

| | | | |
|---|------------------------------|-----------------------------|------------|
| Last Name | First Name | Middle Name | |
| _____ | _____ | _____ | |
| <i>Current Address</i> | <i>City</i> | <i>State</i> | <i>Zip</i> |
| _____ | _____ | _____ | _____ |
| Telephone Number(s) including Area Code | ACTIVE e-mail address | | |
| _____ | _____ | | |
| List last two addresses within three (3) years: | | | |
| _____ | | | |
| _____ | | | |
| Are you prevented from lawfully becoming employed in the U.S. because of Visa or Immigration Status? (<i>Proof of citizenship or immigration status required upon employment</i>) | <input type="checkbox"/> YES | <input type="checkbox"/> NO | |
| Are you 18 years or older?..... | <input type="checkbox"/> YES | <input type="checkbox"/> NO | |
| Are you 21 years or older?..... | <input type="checkbox"/> YES | <input type="checkbox"/> NO | |
| Have you been previously employed here? | <input type="checkbox"/> YES | <input type="checkbox"/> NO | |
| If yes, date(s) _____ Supervisor: _____ | | | |
| Have you filed an application with us before? Give Date: _____ | <input type="checkbox"/> YES | <input type="checkbox"/> NO | |
| List any friends and/or relatives working here: _____ | | | |
| _____ | | | |
| Are you able to perform the essential functions of the job for which you are applying with or without accommodations? | <input type="checkbox"/> YES | <input type="checkbox"/> NO | |

EMPLOYMENT DESIRED

Position(s) applied for: _____ Wage Desired: _____ Date available to start work: _____

Kind of Work sought (circle one)..... Full Time Part-Time Any

If only available PART-TIME circle reason..... Student Other Job Other

If part-time please specify hours and days desired: _____

PAST EMPLOYMENT HISTORY (previous three (3) years)

Start with your present or last job. Include any job-related military service assignments and volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, handicap or other protected status.
Do not substitute your Resume for this information.

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Current/Last Employer: _____ Hired ___/___/___ Left ___/___/___

Address _____ City _____ State/Zip: _____

Position Held _____ Salary: _____ Phone: _____

Job Responsibilities: _____ Separation Reason? _____

Reference from this job: _____ Reference Phone: _____

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Employer: _____ Hired ___/___/___ Left ___/___/___

Address _____ City _____ State/Zip: _____

Position Held _____ Salary: _____ Phone: _____

Job Responsibilities: _____ Separation Reason? _____

Reference from this job: _____ Reference Phone: _____

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Employer: _____ Hired ___/___/___ Left ___/___/___

Address _____ City _____ State/Zip: _____

Position Held _____ Salary: _____ Phone: _____

Job Responsibilities: _____ Separation Reason? _____

Reference from this job: _____ Reference Phone: _____

*****If you need additional space continue on back*****

EDUCATION / SPECIAL SKILLS

HIGH SCHOOL:

Name: _____ Location: _____ Did you Graduate: _____

COLLEGE:

Name: _____ Location: _____ Did you Graduate: _____

Major: _____ Minor: _____ Expected Graduation Date: _____

Other Activities: _____

List any other **experience, skills, trades, or other qualifications** including hobbies and sports, which you believe should be considered in evaluating your qualifications for employment. Please indicate any seminars or training that would enable you to perform the position for which you are applying.

List **academic honors, extracurricular activities, offices held**, etc. in high school or college: *(omit any which reflects your race, color, religion, age, sex, marital status, or disabilities)* _____

List any **Military Service** which you would like considered in connection with your application for employment.

ATTENDANCE AND PUNCTUALITY INFORMATION

Consistent attendance and punctuality are essential requirements of every job with this company. Is there anything which would interfere with your regular attendance and punctuality if you are offered a job with the company?

NO YES, Please Explain: _____

ADDITIONAL INFORMATION

Have you ever been convicted of a Felony? If yes, please tell us where, when, and the nature of the crime _____ Yes NO

You will not be denied employment solely because of a conviction record, unless the offense is related to the job for which you have applied.

Do you have a **VALID driver's license**? NO YES – Circle Type: Operators Chauffeur CDL _____

License Number: _____ State: _____ Expires: _____

List any qualifications for **Michigan Liquor Control Commission** License: _____

State any **additional information** that you feel may be helpful to us considering your application. _____

FABIANO BROTHERS, INC.
APPLICANT STATEMENT AND NOTICES
PLEASE READ CAREFULLY

I permit **Fabiano Brothers, Inc.** to perform a complete background investigation which may include, but is not limited to, examining my references, record of employment, education record, motor vehicle record, credit history, or any information which may reflect upon my potential for employment. I authorize the references I have listed to disclose any information, in accordance with state and federal laws, related to my work record and my professional experiences with them, without giving me prior notice of such disclosure. In addition, I release the company, my former employers & all other persons, corporations, partnerships & associations from any & all claims, demands or liabilities arising out of or in any way related to such examination or revelation.

I understand that neither the completion of this application nor any other part of my consideration for employment establishes any obligation for **Fabiano Brothers, Inc.** to hire me. If I am hired, I understand that any employment relationship with **Fabiano Brothers, Inc.** is of an “at will” nature, unless contrary to a collective bargaining agreement, which means that the I may resign at any time and **Fabiano Brothers** may discharge me at any time with or without cause. It is further understood this “at will” employment relationship may not be changed by any written document of or by conduct unless such change is specifically acknowledged in writing by an authorized executive of the Company.

In consideration of my employment, I hereby agree to comply with all rules, regulations, and policies established by **Fabiano Brothers, Inc.** for its employees including such new or revised rules, regulations and policies as may be subsequently established. I agree that if I should bring any action or claim arising out of my employment against **Fabiano Brothers, Inc.** in which the company prevails, I will pay to the company any and all costs incurred by the company in defense of said claims or actions, including attorneys’ fees.

I understand that as required by Company Policy all prospective applicants must submit to a CONTROLLED SUBSTANCE test. A urine sample will be collected and tested for controlled substances. I understand that POSITIVE results , refusal to be tested, or any attempt to affect the test results or test sample will result in withdrawal of my application, withdrawal of any provisional employment offer I have received from **Fabiano Brothers, Inc.** or termination of employment, depending when results received.

Fabiano Brothers, Inc. will make accommodations to disabled applicants and employees where the accommodation does not impose an undue hardship on our company. Under Michigan law, disabled employees and applicants may request an accommodation of their disability by notifying the company in writing of the need for accommodation within 182 days of the date the disabled individual knows or should know that an accommodation is needed. Failure to properly notify the company may preclude any claim that **Fabiano Brothers** failed to accommodate the disabled individual.

I CERTIFY THAT ALL ANSWERS GIVEN BY ME ARE TRUE, ACCURATE AND COMPLETE; I UNDERSTAND THAT THE FALSIFICATION, MISREPRESENTATION OR OMISSION OF FACT ON THIS APPLICATION (OR ANY OTHER ACCOMPANYING OR REQUIRED DOCUMENTS) WILL BE CAUSE FOR DENIAL OF EMPLOYMENT OR IMMEDIATE TERMINATION OF EMPLOYMENT, REGARDLESS OF WHEN OR HOW DISCOVERED. I UNDERSTAND THAT EMPLOYMENT ARISING FROM THIS APPLICATION IS CONTINGENT UPON THE RESULT OF THE COMPANY’S INVESTIGATION.

X Signature of Applicant: _____ **Date:** _____

Submit completed applications to:

Fabiano Brothers, Inc.
Human Resource Director
1885 Bevanda Court
Bay City, MI 48706

Secure Fax: (989) 509-0382
wyelsik@fabianobrothers.com