



**CONVICTION RECORD**

A. Have you ever been convicted of a crime?    Yes    No

If yes, explain when, where and the nature of all criminal convictions.

B. Are there any felony charges pending against you at present?    Yes    No

If yes, describe:

Company policy does not render conviction of a crime an absolute bar to employment. Such facts as the seriousness and nature of the offense or violation, how many years ago the offense occurred and rehabilitation will be considered by the Company in relation to the specific job which you seek.

**APPLICANTS' CERTIFICATION AND AGREEMENT (please read carefully)**

**Certification of Truthfulness.** I certify that all statements on this Application for Employment are true to the best of my knowledge. I understand and agree that the statements made herein may be investigated and, if found to be false, will be sufficient reason for not being employed, or if employed, will be cause for dismissal, when discovered.

**References.** I authorize the references I have listed above and any of my prior or current employers, to give you any and all information concerning my previous employment, including any disciplinary information, and any pertinent information they may have, personal or otherwise, and in exchange for my consideration of employment, I release all parties from all liability for any damage that may result for furnishing information to you. Also, I hereby waive written notice to me that employment information is being provided by any person or organization.

**Employment At-Will.** If hired, in consideration of my employment, I agree to abide by the rules, policies and procedures of the Company. I further agree that my employment with the Company is at-will and can be terminated for any reason, with or without cause, and with or without notice at any time, at the option of either the Company or myself. I understand that the Company may, from time to time, make unilateral changes in its rules, regulations and personnel practices and policies which will affect me and that my employment may be subject to unilateral adjustments in compensation, fringe benefits and other terms and conditions of employment, including layoffs.

**Arbitration.** If hired, I agree, in partial consideration of my employment, to file a demand for arbitration to resolve any disputes arising from my employment. I agree to file such demand within six (6) months after the claim arises or within the applicable statutory limitation period(s) provided by law, whichever occurs first. Any decision of the Arbitrator shall be final and binding as to both parties, and enforceable by any court of competent jurisdiction. I UNDERSTAND THAT MY AGREEMENT HEREIN CONSTITUTES A WAIVER OF MY RIGHT TO ADJUDICATE CLAIMS AGAINST THE COMPANY IN COURT AND A WAIVER OF A JURY TRIAL, AND THAT I AM AGREEING INSTEAD TO ARBITRATE ANY SUCH CLAIMS.

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_