

Educational Background:

	Name of School	Location	Course of Study	Did you Graduate?	
High School:	_____			Yes	No
College:	_____			Yes	No
Trade/Vocational School:	_____			Yes	No

Former Employers: (List three most recent employers, most recent first.)

Date Month and Year	Employer Name, Address & Phone	Position	Reason for Leaving
1. From _____ To _____			
2. From _____ To _____			
3. From _____ To _____			

Special Skills _____

References: Give the names of three persons not related to you, whom you have known at least one year.

Name	Address	Profession	Years Acquainted
1.			
2.			
3.			

Employee Statement:

I hereby state that the information contained in this employment application is true and factual. I understand that any falsification of information may be cause for my disqualification or employment termination. I have read and understand the job description for the position for which I am applying and further understand the hiring policies of **Crisafulli Bros.** as provided for review.

Applicants Signature: _____ Date: _____



Federal Drivers Privacy Protection Act Authorization to Obtain Motor Vehicle Report

For the sole purpose of the determination and evaluation of my motor vehicle operating record and pursuant to the State and Federal regulations of compliance, I (**NAME OF APPLICANT**) _____ authorize Crisafulli Bros. to obtain my Motor Vehicle Record. I understand that this record may contain personal information* in addition to any/all driver violations and/or accidents, which may be on record through the New York State Department of Motor Vehicles.

I also authorize release of this information to Crisafulli Bros. Plumbing & Heating Contractors, Inc. 520 Livingston Avenue, Albany, NY 12206.

Social Security Number

Drivers License Number

State

Date of Birth

Street Address & Mailing Address

City

State

Zip Code

*Personal information means information that identifies an individual including an individual's photograph, social security number, driver identification number, name, address and telephone number. It does not include information on vehicular accidents, driving violations and driver status.

Insured: Crisafulli Bros. Plumbing & Heating Contractors, Inc.



HIRING POLICY

- 1.) We accept job applications only when there are vacant positions we intend to fill. When openings become available, we reserve the right to review applications already on file, applications remain on file for 30 days. It is the applicant's responsibility to keep our hiring personnel informed of his/her availability.
- 2.) We base our hiring decisions on a variety of factors, including skills and ability to perform the job, employment references as to technical ability as well as character, willingness to accept the offered salary, and personal interviews.
- 3.) We do not discriminate on the basis of national origin, race, sex, color, age, religion, union affiliation, disability or any other protected status.
- 4.) We do not accept group applications or photocopied forms.
- 5.) Any applicant who falsifies information on the application is disqualified from being hired. If the employee has been hired before the falsification is discovered, he or she is subject to termination. If any omissions are discovered before an applicant is hired, he/she may be disqualified and if hired, this may be the cause for dismissal.
- 6.) Preferential consideration may be given to prior employees, friends and family of current employees and individuals with prior military service.



PERSONAL DATA

Please Read Carefully Before Signing:

Crisafulli Bros. is an equal opportunity employer and selects individuals best matched for the job based upon job-related qualifications regardless of race, creed, color, religion, sex, age, national origin, sexual orientation, military status, marital status, disability, genetic information or any status or characteristic protected by law.

I understand that this application will remain active for thirty (30) days, and if I have not been hired by that date, I must renew my application to be considered for future employment.

I understand that completion of this application does not indicate that there are any positions open and does not obligate Crisafulli Bros. to hire me or offer me a job.

In the processing of my employment application, an investigation may be conducted whereby information and references will be requested from former employers. Permission is hereby granted to any school, person, firm or corporation, whether my former employer or otherwise, to give Crisafulli Bros. any relevant information that may be required as determined by Crisafulli Bros. to arrive at an employment decision and I hereby release Crisafulli Bros., its officers, employees, representatives, or agents, from any and all liability and/or damage incurred by myself in accessing or using such information.

I understand that as a matter of Company policy, my employment and compensation shall only continue so long as mutually agreeable and may be terminated by Crisafulli Bros. or me without cause or advance notice. No manual, policy or statement by any Company representative (other than a formal agreement signed by the President of Crisafulli Bros. and me) is to be considered a contract of employment, whether express or implied, for any specific period of time or upon continuing term.

Crisafulli Bros. reserves the right to use any method of investigation which, in its sole discretion, it deems reasonable and necessary to determine whether any employee has engaged in conduct warranting disciplinary action. As a condition of my employment, if hired, I agree to cooperate in any such investigation. As a condition of my employment, I voluntarily agree to cooperate in consenting and submitting to any urine or blood tests requested by the company, to enforce its drug and alcohol policy, as well as any searches of my person or property while employed by Crisafulli Bros., and I recognize that refusal to cooperate in such tests or searches would be grounds for discipline, including termination.

I understand that if hired, my employment may be terminated by Crisafulli Bros. due to any misrepresentation, misinformation or inaccuracy of the statement contained on the Application for Employment. I authorize Crisafulli Bros. to investigate all statements contained in this application for accuracy and completeness, and to obtain any transcripts, records, or documents pertaining to my background and business experience, as required by Crisafulli Bros. If hired, I agree to conform to the rules and regulations of Crisafulli Bros. as issued from time to time, I also attest that I am authorized to work in the United States. I understand this application will remain active for thirty (30) days and if I have not been hired by that date, I must renew my application to be considered for future employment.

Signature _____ Date _____