

Application for Employment



415 West 12th Avenue
Sault Ste. Marie, MI 49783
906-632-4800

Please Print

Equal access to programs, services and employment is available to all persons. Those applicants requiring reasonable accommodation to the application and/or interview process should notify a representative of the Human Resources Department.

Name _____
Last First Middle

Address _____
Street City State ZIP Code

Telephone # _____ Cellular/Other Phone # _____ E-mail Address _____

Position(s) applied for _____ Date of application _____

Referral Source (Please check the appropriate category and list the source.)

☐ Walk-In _____ ☐ School _____
☐ Employee _____ ☐ Company's Website _____
☐ Advertisement _____ ☐ Other _____

If necessary, best time to call you is _____

☐ Home ☐ Cellular/Other

May we contact you at work? _____ ☐ Yes ☐ No

If **yes**, work number and best time to call:

If you are under 18 and it is required,
can you furnish a work permit? _____ ☐ Yes ☐ No

If **no**, please explain: _____

Have you submitted an application here before? _____ ☐ Yes ☐ No

If **yes**, give date(s) and position(s): _____

Have you ever been employed here before? _____ ☐ Yes ☐ No

If **yes**, give date(s): From _____ To _____

Is this application a request for reemployment
following an extended military leave of absence
from this company? _____ ☐ Yes ☐ No

Are you legally eligible for employment
in this country? _____ ☐ Yes ☐ No

Date available for work _____

What is your desired salary range or hourly rate of pay?

\$ _____ Per _____

Will you relocate if job requires it? _____ ☐ Yes ☐ No

Will you travel if job requires it? _____ ☐ Yes ☐ No

Are you available for all shifts? _____ ☐ Yes ☐ No

If **no**, please explain: _____

Will you work overtime if required? _____ ☐ Yes ☐ No

If **no**, please explain: _____

Are you able to perform the "essential functions" of the job for which you are
applying (with or without reasonable accommodation)?

This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later stage to the extent permitted by law.

☐ Yes ☐ No ☐ Need more information about the
job's "essential functions" to respond

Driver's license number required if driving may be required in the job for
which you are applying:

_____ State _____

Answering "yes" to the following question does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.

Have you ever pleaded "guilty" or "no contest" to
or been convicted of a crime? _____ ☐ Yes ☐ No

If **yes**, please provide date(s) and details: _____

Have you entered into an agreement with any former employer or other
party (such as a non-compete agreement) that might, in any way, restrict
your ability to work for our company? _____ ☐ Yes ☐ No

If **yes**, please explain: _____

An Equal Opportunity Employer



Employment History

Starting with your most recent employer, provide the following information.

Employer	Telephone #	Month / Year to Month / Year
Street address		City State
Starting job title/final job title		
Immediate supervisor and title (for most recent position held)	May we contact for reference?	
Why did you leave?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later	
E-mail:		
Summarize the type of work performed and job responsibilities.		
What did you like most about your position?		
What were the things you liked least about the position?		

Employer	Telephone #	Month / Year to Month / Year
Street address		City State
Starting job title/final job title		
Immediate supervisor and title (for most recent position held)	May we contact for reference?	
Why did you leave?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later	
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Immediate supervisor and title (for most recent position held)	May we contact for reference?	
Why did you leave?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later	
E-mail:		
Summarize the type of work performed and job responsibilities.		
What did you like most about your position?		
What were the things you liked least about the position?		

Employment History (continued)

Explain any gaps in your employment, other than those due to personal illness, injury or disability.

If not addressed on previous page, have you ever been fired or asked to resign from a job? Yes No

If yes, please explain:

Skills and Qualifications

Summarize any special training, skills, licenses and/or certificates that may assist you in performing the position for which you are applying:

Computer Skills (Check appropriate boxes. Include software titles and years of experience.)

Word Processing	Years:	Internet	Years:
Spreadsheet	Years:	Other	Years:
Presentation	Years:	Other	Years:
E-mail	Years:	Other	Years:

Educational Background

Starting with your most recent school attended, provide the following information.

School (include City and State)	Years Completed	Completed	GPA Class Rank	Major/Minor
		<div><input type="checkbox"/> Diploma <input type="checkbox"/> GED</div> <div><input type="checkbox"/> Degree</div> <div><input type="checkbox"/> Certification</div> <div><input type="checkbox"/> Other</div>		
		<div><input type="checkbox"/> Diploma <input type="checkbox"/> GED</div> <div><input type="checkbox"/> Degree</div> <div><input type="checkbox"/> Certification</div> <div><input type="checkbox"/> Other</div>		
		<div><input type="checkbox"/> Diploma <input type="checkbox"/> GED</div> <div><input type="checkbox"/> Degree</div> <div><input type="checkbox"/> Certification</div> <div><input type="checkbox"/> Other</div>		
		<div><input type="checkbox"/> Diploma <input type="checkbox"/> GED</div> <div><input type="checkbox"/> Degree</div> <div><input type="checkbox"/> Certification</div> <div><input type="checkbox"/> Other</div>		

References

List names and telephone numbers of three business/work references who are not related to you and are not previous supervisors. If not applicable, list three school or personal references who are not related to you.

Name	Title	Relationship to you	Telephone	E-mail	# of Years Known

Social Security Number

SS #

We will use this information only for employment purposes and make reasonable efforts to safeguard your privacy

Related Information

To what job-related organizations (professional, trade, etc.) do you belong?
Exclude memberships that would reveal race, color, religion, sex, national origin, citizenship, age, mental or physical disabilities, veteran/reserve, National Guard or any other similarly protected status.

Organization	Offices Held

List special accomplishments, publications, awards, etc.
Exclude information that would reveal race, color, religion, sex, national origin, citizenship, age, mental or physical disabilities, veteran/reserve, National Guard or any other similarly protected status.

In your current or a previous job, have you ever written instructions or directions to be followed by employees or customers?
☐ Yes ☐ No ☐ Not Applicable

If yes, please explain: _____

Is there any other job-related information you want us to know about you? _____

Applicant Statement

I certify that all information I have provided in order to apply for and secure work with this employer is true, complete and correct.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resumé or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that this employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state or federal law.

I understand that this application remains current for only 30 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

If I am hired, I understand that I am free to resign at any time, with or without cause and with or without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and with or without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or representative of the employer is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by the employer's president.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

This Company does not tolerate unlawful discrimination in its employment practices. No question on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her sex, race, color, religion, national origin, citizenship, age disability, or any other protected status under applicable federal, state, or local law. This Company likewise does not tolerate harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status. Examples of prohibited harassment include, but are not limited to, unwelcome physical contact, offensive gestures, unwelcome comments, jokes, epithets, threats, insults, name-calling, negative stereotyping, possession or display of derogatory pictures or other graphic materials, and any other words or conduct that demean, stigmatize, intimidate, or single out a person because of his/her membership in a protected category. Harassment of our employees is strictly prohibited, whether it is committed by a manager, coworker, subordinate, or non-employee (such as a vendor or customer). The Company takes all complaints of harassment seriously and all complaints will be investigated promptly and thoroughly.

I understand that any information provided by me that is found to be false, incomplete or misrepresented in any respect, will be sufficient cause to (i) eliminate me from further consideration for employment, or (ii) may result in my immediate discharge from the employer's service, whenever it is discovered.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT.

I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement.

Signature of Applicant _____ Date _____

