

We comply with all state, federal and local laws which prohibit employment discrimination. We are an equal opportunity employer dedicated to a policy of non-discrimination in employment on any basis, including race, creed, color, age, sex, sexual orientation, marital status, religion, national origin, handicap or other protected status. We offer a drug-free workplace.



Date: \_\_\_\_\_

**APPLICATION FOR EMPLOYMENT WITH EXPEDITORS\***

**PERSONAL INFORMATION**

Name \_\_\_\_\_  
Last First Middle (Same as on Social Security Card)

Phone No. \_\_\_\_\_

Please list any other names by which you are known or under which you have applied for credit or driver's license. \_\_\_\_\_

**EMPLOYMENT DESIRED**

Position \_\_\_\_\_ Date you can start \_\_\_\_\_ Salary Desired \_\_\_\_\_ Referred by \_\_\_\_\_

Do you meet the job requirements outlined in the advertisement and/or job description for this position? \_\_\_\_\_

Are you employed now? \_\_\_\_\_ If so, may we inquire of your present employer? \_\_\_\_\_

Have you ever applied to this Company before? \_\_\_\_\_ Where \_\_\_\_\_ When \_\_\_\_\_

State name and department of any relatives, other than spouse, already employed by this Company? \_\_\_\_\_

Certain positions may require you to drive your own or Company vehicle. Do you have a valid driver's license? \_\_\_\_\_ If yes, list the state of issuance and driver's license number \_\_\_\_\_ Do you have access to a vehicle? \_\_\_\_\_

Federal law requires that an applicant provide proof of citizenship/right to work in the U.S.A. If hired, can you do so? \_\_\_\_\_

Have you ever been disciplined by an employer for workplace violence? \_\_\_\_\_ If yes, list the name, address and telephone number of the employer and the date of discipline. \_\_\_\_\_

## High School

**Community College and/or College**

**Graduate School**

### Trade/Correspondence School

What Foreign Languages do you speak fluently? \_\_\_\_\_ Read \_\_\_\_\_ Write \_\_\_\_\_

**EMPLOYMENT HISTORY:** List your past employers starting with the last one first, covering a period of **5 years minimum**.

To \_\_\_\_\_

Unexplained and unverifiable gaps in employment history may disqualify your employment application. If there are any gaps in your employment history **greater than 6 months** please provide us with a detailed explanation. You may attach an additional page to this Application if necessary.

Gap Date: Month & Year	Explanation
From _____ To _____	
From _____ To _____	

**RESIDENCES:** List below prior addresses, starting with your present one first, covering a period of **5 years minimum**.

Date: Month & Year	Address
From _____ To _____	
From _____ To _____	
From _____ To _____	
From _____ To _____	
From _____ To _____	

**REFERENCES:** Give below the names of three persons not related to you, whom you have known at least 5 years.

1.	Name	Address	Phone Number	Business	Years Acquainted
2.	Name	Address	Phone Number	Business	Years Acquainted
3.	Name	Address	Phone Number	Business	Years Acquainted

In Case of Emergency Notify	Name	Address	Phone No.
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I authorize the investigation of all statements contained in this application. I understand that misrepresentation or omission of facts would normally result in a decision not to process my application or in dismissal if I have already been employed. I acknowledge and agree that any employment opportunity is contingent upon my successfully meeting the Company’s criteria set forth in the Pre-Employment Background Check Notice and Authorization. Further, I understand and agree that any employment is for no definite period and that regardless of the date of payment of my wages and salary my employment may be terminated at any time without cause or previous notice. This at-will employment relationship cannot be altered, except by written agreement executed by an Executive Officer of Expeditors International of Washington, Inc.

Date	Signature
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## PRE-EMPLOYMENT BACKGROUND CHECK NOTICE AND AUTHORIZATION

This is a notification that a Consumer Investigative Report ("Report") will be obtained in the course of consideration for employment with Expeditors International of Washington, Inc. and/or its subsidiaries ("Expeditors").

Expeditors provides global logistic services for the cargo of its customers and operates its business under varying international, federal and state laws that specify, among other things, security standards for goods moving in interstate and foreign commerce. In order to maintain our commitment to 100% compliance with laws and applicable security standards, Expeditors has made the decision to obtain background checks on all successful job applicants through a third party investigative agency ("third party provider" or "TPP"). If you do not authorize Expeditors to obtain your Report, Expeditors will not consider you as a candidate eligible for employment. If a disqualifying event is discovered during the verification of your background information, Expeditors may not consider you as a candidate eligible for employment. A disqualifying event includes the following criteria:

Employment/Criminal History	Driving History
<ul style="list-style-type: none"><li>• <b>Conviction for any misdemeanor crime:</b> <b>One (1) in the last two (2) years, or</b> <b>Two (2) or more in the last five (5) years.</b></li><li>• <b>Conviction for any felony crime.</b></li><li>• <b>Unexplained gaps of employment greater than six (6) months in the last five (5) years.</b></li><li>• <b>Currently on parole, probation, work release program or conditional release.</b></li><li>• <b>Non-disclosure, omissions, misleading or false information placed on an employment application, form or resume.</b></li></ul>	<ul style="list-style-type: none"><li>• <b>License is currently suspended or revoked.</b></li><li>• <b>Conviction for driving under the influence of drugs and/or alcohol in the last three (3) years.</b></li></ul>

### ACKNOWLEDGEMENT AND AUTHORIZATION

I acknowledge receipt of this PRE-EMPLOYMENT BACKGROUND CHECK NOTICE AND AUTHORIZATION and certify that I have read and understand this notice. I hereby authorize Expeditors' TPP to contact any and all former employers, personal references, credit agencies, law enforcement agencies, city, state, county, federal, and foreign courts and military service to release information about my background to whom this form has been submitted. Such information may include, but is not necessarily limited to, my education, employment and consumer credit history, driving record, criminal record, and general public records history. By signing this application, I release Expeditors and its subsidiaries, and their officers, directors, employees and agents from any and all claims and liability resulting from the collection and use of the above information.

I acknowledge that Expeditors will not participate in any way in or influence the compiling of any Report. I understand that any and all questions and/or disputes about the results of a Report must be made directly to the TPP that compiled the Report. I understand that I have the right to obtain a free copy of the Report if any adverse action/decision is based upon the information therein.

I am aware that any offer of employment is contingent upon verification that the results of this background investigation do not contain a disqualifying event. The information I have provided herein is accurate, true and correct and I fully understand the terms of this Notice and Authorization for Pre-Employment Background Check.

Applicant's Name

(Please Print)

Social Security# \_\_\_\_\_

Signature

Date \_\_\_\_\_

☐ You have a right to a free copy of your Consumer Investigative Report provided by Expeditors' TTP. Please check the box if you would like a copy sent to the address provided in this Application.