



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. To complete this application online go to <https://fabianobrothers.applicantpro.com>.

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. **Fabiano Brothers is an Equal Opportunity Employer.**

Position(s) Applied for: _____	Date of Application: _____
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How did you learn about **Fabiano Brothers**?

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> _____
Mobile phone Number(s) including Area Code _____ Note: if contacted, it will be via text messaging or email.	ACTIVE e-mail address _____		
List last two addresses within three (3) years: _____ _____			
Are you legally authorized to work in the United States?	<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 there any reasons for which you might not be able to perform the essential functions of the job (with a reasonable accommodation)?	<input type="checkbox"/> YES	<input type="checkbox"/> NO	
	(explain)		

EMPLOYMENT DESIRED

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

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

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

SHIFTS YOU ARE AVAILABLE TO WORK:

ANY SHIFT DAYS AFTERNOON EVENING MIDNIGHT

DAYS YOU ARE AVAILABLE TO WORK:

ANY MON TUE WED THU FRI SAT SUN Holidays

Information about your availability:

PAST EMPLOYMENT HISTORY (previous three (3) years) *Do not substitute your Resume for this information.*

Start with your present or last job. Include any job-related military service assignments and volunteer activities.

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

Address _____ City _____ State/Zip: _____

Position Held _____ Salary: _____ Phone: _____

Job Responsibilities: _____ Hours per Week: _____

Reference Name for this job: _____ Ref. Phone No. _____

Reason for Leaving (explain): _____ Separation was:
() VOLUNTARY or () INVOLUNTARY

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

Address _____ City _____ State/Zip: _____

Position Held _____ Salary: _____ Phone: _____

Job Responsibilities: _____ Hours per Week: _____

Reference Name for this job: _____ Ref. Phone No. _____

Reason for Leaving (explain): _____ Separation was:
() VOLUNTARY or () INVOLUNTARY

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

Address _____ City _____ State/Zip: _____

Position Held _____ Salary: _____ Phone: _____

Job Responsibilities: _____ Hours per Week: _____

Reference Name for this job: _____ Ref. Phone No. _____

Reason for Leaving (explain): _____ Separation was:
() VOLUNTARY or () INVOLUNTARY

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.

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 found guilty, pled guilty, or pled no contest to a criminal charge? If yes, explain. [] Yes [] NO

Have you ever been arrested for a Felony? [] No [] Yes (list charge & date)

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 all vehicle accidents that you have been involved in during the past five (5) years. If none, write "none".

LIST all traffic tickets (excluding parking tickets) you have received during the past five (5) years. If none, write "none."

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

FABIANO BROTHERS, INC.
APPLICANT STATEMENT, NOTICES, AND CERTIFICATION (Rev. 5/9/17)
PLEASE READ CAREFULLY BEFORE SIGNING

Questions regarding this Certification and Application for Employment should be directed to the human resources department at Fabiano Brothers before signing.

Fabiano Brothers may contact applicants using text messaging and email. If you listed a mobile number capable of receiving text messages, you agree to receive text messages regarding your application status. You can opt out of messaging, after receiving an initial message from Fabiano, at any time. Text messaging and data rates may apply. You may receive six (6) or less messages per month via text.

I permit **Fabiano Brothers** 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** to hire me. If I am hired, I understand that any employment relationship with **Fabiano Brothers** is of an “at will” nature which means that 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.

I agree that any action or lawsuit against the company and/or predecessors, successors, assigns, subsidiaries, parent(s), affiliates, and all past or present officers, directors, employees and agents in their individual and representative capacities of the foregoing entities arising out of my application, employment or termination, including but not limited to claims arising under state or federal civil rights statutes, must be brought within one hundred eighty (180) days of the event giving rise to the claims or within the limitations period contained in the statute I am suing under, whichever is shorter. I understand and agree that any action or lawsuit filed outside this limitations period is barred forever. I waive any limitation period to the contrary.

I agree to immediately notify Fabiano Brothers if I am arrested for or convicted of a felony, or any crime involving dishonesty, breach of trust, controlled substances, abuse or violence while my application is pending or, if hired, during my employment.

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** or termination of employment, depending when results received.

In accordance with state and federal law, **Fabiano Brothers** will make accommodations to disabled applicants and employees where the accommodation does not impose an undue hardship on our company.

In consideration of my employment, I hereby agree to comply with all rules, regulations, and policies established by **Fabiano Brothers** for its employees including such new or revised rules, regulations and policies as may be subsequently established.

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.

I have read, understand, and agree to the above statements and conditions of employment.

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

Submit completed applications to: Fabiano Brothers, HR, 1885 Bevanda Court, Bay City, MI 48706

Fabiano Brothers, Additional Questions for Applicant
Please Answer All Questions

	Applicant Name:	—	→
1	Select the type of Valid Driver's License you have:	<input type="checkbox"/> Regular / Operators <input type="checkbox"/> CDL Class A, Medical Card Expire Date: <input type="checkbox"/> CDL Class B, Medical Card Expire Date: <input type="checkbox"/> Chauffeur, Medical Card Expire Date: <input type="checkbox"/> NO LICENSE	
2	Do you have any alcohol or substance abuse related offenses such as OUI, DWI, DUI, etc. in the past seven (7) years?	<input type="checkbox"/> I do not have any OUI, DUI, DWI, etc. <input type="checkbox"/> Yes, within the past five (5) years. <input type="checkbox"/> Yes, between the past five (5) and seven (7) years. <input type="checkbox"/> Yes, over seven (7) years ago.	
3	Are you currently enrolled in courses at a college? If yes, list the degree you are pursuing.	<input type="checkbox"/> No, I am not enrolled in college at this time. <input type="checkbox"/> Yes, I am enrolled and pursuing a degree in:	
4	Regarding your education, please select one:	<input type="checkbox"/> I did not attend college or graduate from a college or university. <input type="checkbox"/> I have a Bachelor's degree in: _____ <input type="checkbox"/> I will be graduating with my Bachelor's degree in three months. My degree is in: _____	
5	Several of our positions require regular lifting/moving of objects. Select one or more statements about your ability to perform this task.	<input type="checkbox"/> I can't (or prefer not to) lift/move objects while working. <input type="checkbox"/> I can lift/move up to 25# on a regular and frequent basis while working. <input type="checkbox"/> I can lift/move between 25 and 50# on a regular and frequent basis while working. <input type="checkbox"/> I can lift/move between 50 and 100# on a regular and frequent basis while working.	
6	List the position you are most interested in:		
7	Do you have any friends or relatives that work here or have worked here in the past?		