

Posted position applied for: _____

Name: _____



Application for Employment

(Please fully complete all sections. Do not specify "see resume". Completed application MUST be printed, signed and submitted in person at Arnott Inc. Human Resources Office: 100 Sea Ray Drive, Merritt Island, FL, 32953)

An Equal Opportunity Employer – Arnott Inc. is an equal opportunity employer and does not discriminate against employees or qualified applicants on the basis of race, color, creed, religion, ancestry, age, sex, marital status, national origin, disability, uniformed service member or veteran status, genetic information, or other protected class/characteristic as defined by Federal, State or local law.

GENERAL INFORMATION

Name _____
Last First Social Security Number _____

Address _____
Street City State Zip

Email Address _____

Phone Number _____
Home Work Cell

Have you ever been employed by Arnott Inc? If yes, please list position(s) and date(s) of prior employment	Yes	No
Do you have any relatives or friends presently employed by the Arnott? If yes, provide their name(s) and relationship(s)	Yes	No
Are you legally eligible to be employed in the United States? (Proof of identity and eligibility will be required upon employment)	Yes	No

	Name and Address	Major Subject	Number of Years Attended	Graduated	Degree
High School				Yes No	
College				Yes No	
Graduate School				Yes No	
Other				Yes No	

EMPLOYMENT HISTORY
(LIST IN ORDER, LAST OR PRESENT EMPLOYER FIRST)

Name of Employer _____	Address _____	
Job Title _____	_____	
Duties/Responsibilities _____	Supervisor's Name _____	
_____	Supervisor's Title _____	
Annual Salary \$ _____	Phone Number _____	
Start Date _____	End Date _____	Cell _____
Reason for Leaving _____		

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CRIMINAL HISTORY

Answering "yes" to any of the questions asked does not automatically bar employment. Arnott will consider the nature of the crime, it's seriousness, whether it relates to the position for which you have applied, time elapsed since the crime and other related considerations.

Have you ever been found guilty of, entered a plea of guilty to, or entered a plea of Nolo Contendere (No Contest) to any misdemeanor or felony criminal offense?

Yes No

Is there a charge for which adjudication is pending?

Yes No

Have you ever been a defendant in a civil action for an intentional tort, including but not limited to assault, battery, or wrongful death?

Yes No

If yes, please state the details of the alleged crime (type of tort), including the nature of the charge, penalty imposed as well as the date, county, and state of conviction. Attach certified copies of court records. Please attach a separate sheet if additional space is needed.

Nature of Charge
(Type of Tort)

Date(s)

County & State

Disposition(s)

Consistent attendance and punctuality are essential requirements of every job with Arnott Inc. Is there anything which would interfere with your regular attendance and punctuality if you are offered a job with the company?

Yes No

If yes, please explain

APPLICANT'S CERTIFICATION AND AGREEMENT

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge and authorize Arnott Inc., to verify their accuracy and to obtain information on my work history and background. I hereby release Arnott Inc., from any/all liability which could result from obtaining such information and understand that if employed, falsified statements of any kind, or omissions of facts on this application, shall be considered sufficient basis for dismissal.

In addition, I understand that employment is AT-WILL. In other words, each employee, as well as Arnott Inc., is free to end the employment relationship at anytime, with or without cause or notice. No supervisor, manager or Executive has the authority to enter into any agreement regarding specific periods of employment, or to make any promises or commitments in relation to length or duration of employment, or to change the nature of the at-will relationship except the CEO or an Executive. Any agreements will be made in writing and signed by the employee, CEO or appropriate Executive.

This at-will disclaimer does not, and is not intended to, interfere with, limit or relinquish an employee's right to join with others to work toward altering the terms or conditions of his/her employment, including at-will status.

Signature of Applicant

Date



DISCLOSURE REGARDING BACKGROUND INVESTIGATION

Arnott Inc., or any of its subsidiaries may obtain information about you from a consumer reporting agency for employment purposes. Thus, you may be the subject of a "consumer report" conducted by a consumer reporting agency which may include information about your character, general reputation, personal characteristics, and/or mode of living and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history (State and Federal records), social security verification, address trace, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any report conducted by a consumer reporting agency. Please be advised NationSearch.com, LLC. 11160 Huron St. Suite 100 Northglenn, CO 80234, (800)-827-9550 will be the consumer reporting agency conducting the background investigation. The scope of this notice and authorization is all encompassing, however, allowing the Company to obtain from any outside organization all manners of consumer reporting now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any report conducted by a consumer reporting agency.

ACKNOWLEDGEMENT AND AUTHORIZATION

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" by the Company at any time after receipt of this authorization and throughout my employment, if applicable. I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, credit reporting agency, employer, to provide any and all background information requested by NationSearch LLC. 11160 Huron St. Suite 100 Northglenn, CO 80234 (800)-827-9550, another outside organization acting on behalf of the Company, and/or the Company itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

Notice to California Applicants: Notice to California Applicants: Under section 1786.22 of California Civil Code, you have the right to request from NationSearch, upon proper identification, the nature and substance of all information in files pertaining to you, including the sources of information, and recipients of any reports on you, which NationSearch has previously furnished within the two-year period preceding your request. You may view the file maintained on you by contacting NationSearch during normal business hours. You may also obtain a copy of this report(s) upon submitting proper identification. Upon making a written request, you may receive a summary of your report.

New York applicants or employees only: You have the right to inspect and receive a copy of any report conducted by a consumer reporting agency and requested by the Company by contacting the consumer reporting agency identified above directly.

Notice to Maine Applicants: Under Chapter 210 Section 1314 of Maine revised Statutes, you have the right, upon request, to be informed within 5 business days of such a request to whether or not a consumer report was requested. If such report was obtained, you may contact the consumer reporting agency, NationSearch, and request a copy of the report(s) compiled.

Minnesota and Oklahoma applicants or employees only: Please check this box if you would like to receive a copy of a consumer report if one is obtained by the Company.

Last Name:	First Name:	Middle Name:
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Other Names Used:	SSN:	Date of Birth: (For Employment Purpose Only)
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Motor Vehicle Number & State of Issue: (Driver's License Number)

Address:

Signature _____ Date:

Please initial this box in affirmation that you have been advised of your rights as it pertains to this consumer report, and are aware of the consumer reporting agency conducting the background investigation: