

EDUCATION

Please describe your educational background in the table provided below.

School Name	Years Completed Circle	Diploma/Degree (Yes or No)	Course of Study or Major	Describe Specialized Training, Experience, Skills, and Extra-Curricular Activities
High School:	9 10 11 12			
College/University:	1 2 3 4			
Graduate/Professional:	1 2 3 4			
Trade or Correspondence:				

* Degree of educational achievement is considered in the hiring process only to the extent that specific educational achievement is a requirement for performing the job.

Certifications (Check all that Apply):

OSHA 10 hr

Kentucky Plumbing Lic.

OSHA 30 hr

Welding Lic.

Ohio Plumbing Lic.

Other(s) _____

Indiana Plumbing Lic. _____

BUSINESS/PROFESSIONAL REFERENCES

Name	Title	Business Relationship	Telephone Number or Email

CO-WORKER REFERENCES

Name	Title	Relationship	# Years Acquainted	Telephone Number or Email

GENERAL INFORMATION

1. Do you have friends and/or relatives working for this company? Yes No

If yes, name(s) and relationship(s): _____

2. If hired, would you have a reliable means of transportation to and from work? Yes No

3. Are you at least 18 years old? Yes No

Note: If under 18, hire is subject to verification that you are of minimum legal age.

4. Are you legally entitled to hold employment of the kind for which you are applying in the United States? Yes No

5. Is any additional information relative to name changes, use of an assumed name, or nickname necessary to enable a check on your work and educational record? Yes No

If yes, to any of the above, please explain: _____

6. Are you able to perform the essential job functions of the job for which you are applying with or without reasonable accommodation? Yes No

Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for qualified applicants/employees to perform essential job functions.

7. Have you ever been convicted of a felony or misdemeanor (other than minor traffic violations)? Yes No

(A conviction will not necessarily be a bar to employment. Factors such as job relatedness, date, nature, and number of offenses, age at the time of offense and rehabilitation will be considered).

If yes, where and for what offense(s) were you convicted? _____

APPLICANT STATEMENT AND AGREEMENT

Please read and initial each paragraph below. If there is anything that you do not understand, please ask.

_____ I hereby authorize Nieman Plumbing Inc. to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and, further, authorize the prior employers and references I have listed to disclose to Nieman Plumbing Inc. any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release Nieman Plumbing Inc., my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

_____ In the event of my employment with Nieman Plumbing Inc., I understand that I am required to comply with all rules and regulations of Nieman Plumbing Inc.

_____ If hired, I understand and agree that my employment with Nieman Plumbing Inc. is at-will, and neither I, nor Nieman Plumbing Inc. is required to continue the employment relationship for any specific term. I further understand that Nieman Plumbing Inc. or I may terminate the employment relationship at any time, with or without cause, and with or without notice. I understand that the at-will status of my employment cannot be amended, modified, or altered in any way by any oral modifications.

_____ I understand that safety of employees is extremely important to Nieman Plumbing Inc. I understand that I, and every employee, have a responsibility to prevent accidents and injuries by observing all safety procedures and guidelines and following the directions of my site supervisor. I understand and agree to comply with federal, state, and local regulations related to on-the-job safety and health.

_____ I hereby certify that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

_____ I understand that if I am selected for hire, it will be necessary for me to provide satisfactory evidence of my identity and legal authority to work in the United States, and that federal immigration laws require me to complete an I-9 Form in this regard.

MY SIGNATURE BELOW ATTESTS TO THE FACT THAT I HAVE READ, UNDERSTAND, AND AGREE TO ALL OF THE ABOVE TERMS AND THAT ALL INFORMATION I PROVIDED IN MY APPLICATION FOR EMPLOYMENT IS TRUE, ACCURATE AND COMPLETE.

Signature: _____

Date: _____

Printed Name: _____

City/State: _____

CONSENT AND RELEASE OF LIABILITY

I fully understand that I am required to submit a sample of my urine for chemical analysis. I understand that a qualified testing laboratory will conduct this analysis. I understand I will also be required to submit to an (EBT) alcohol test. I understand that I will be further required to execute documents regarding collection and chain of custody procedures. I understand failure to complete required documents will result in immediate termination at time of refusal.

I understand that the purpose of this analysis is to determine the absence or presence of drugs or alcohol. I understand that the results of the analysis will be used for the purposes of determining qualifications for employment and/or continued employment. I understand and agree to provide further samples of my urine for the purposes of testing as may be required by Nieman Plumbing, or the Client/Owner of the facility to which I am assigned.

I consent to the release of the results of such analysis to my employer for the purpose of determining qualification for employment or continued employment.

I consent to submitting to urine specimens, alcohol tests and other forms of substance abuse testing upon request. I hereby release and hold my employer and their agents harmless from liability whatsoever arising from such testing.

I understand my refusal to sign this document will result in my not being considered for employment, or the termination of my current employment with Nieman Plumbing.

Applicant / Employee

Name (Print) _____ Date _____

Signature _____

Social Security # _____

Street _____

City _____

State _____

Zip Code _____