

3322 Pennsy Dr. Landover, MD. 20785 301-322-5000

EMPLOYMENT APPLICATION

| LEASE PRINT OR TYPE | | | Today's Date: | |
|---------------------|-----------|---------|---------------|-------------------------|
| First Name | MI | Last Na | me | Preferred Name/Nickname |
| Street Address | | City | State | Zip Code |
| Phone | Alternate | / Phone | E | mail Address |

| PLEASE PLACE A CHECK BY YOUR RESPONSE OR PROVIDE THE APPROPRIATE INFORMATION | | | | | |
|--|-----------|----------------|--------------------------------|--|--|
| Are you interested in: | Full Time | Part Time | Temporary | | |
| What schedules would you prefer? | Weekdays | U Weekends | 🗌 Evenings 🗌 Nights | | |
| How did you hear about us? | 🗌 Walk In | Referral Name: | □ Online Ad □ Other: Where: | | |
| Have you worked for this company before? | 🗌 No | 🗌 Yes | Dates: | | |
| Desired Pay: Hourly Pay | \$ | Annual Pay | \$ \$ Minimum Desired | | |
| When are you able to start work? | Date: | | - | | |
| In what local area do you prefer to work? | | | | | |
| Position desired: | | | | | |
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S. Freedman & Sons, Inc. is an equal opportunity employer and does not discriminate against any applicant or employee because of race, color, religion, sex, national origin, disability, age, or military or veteran status in accordance with federal law. In addition, S. Freedman & Sons, Inc. complies with applicable state and local laws governing non-discrimination in employment in every jurisdiction in which it maintains facilities. S. Freedman & Sons, Inc. also provides reasonable accommodation to qualified individuals with disabilities in accordance with applicable laws.

| PLEASE CHECK YES OR NO TO THE FOLLOWING: | | |
|---|----------------------------------|--|
| Are you authorized to work in the United States? | ☐ Yes | □ No |
| Federal law requires that employers hire only individuals who are authorized to be l compliance with these laws, the Company will verify the status of every individual o connection, all offers of employment are subject to verification of the applicant's ide be necessary for you to submit such documents as are required by law to verify you | ffered employmentity and employr | nt with the Company. In this ment authorization, and it will |
| Are you under 18 years of age? | ☐ Yes | □ No |
| If yes, can you furnish a work permit? | ☐ Yes | ─ No |
| Are you capable of performing the essential functions of the job for which you are applying with or without a reasonable accommodation? | ☐ Yes | □ No |

PLEASE LIST YOUR WORK EXPERIENCE BELOW (MOST RECENT JOB FIRST)

| | COMPANY NAME | | | YOUR PO | OSITION and TITLE |
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| | COMPANY NAME | | | YOUR POSITION and TITLE |
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| FROM | NO. & STREET | | | SUPERVISOR'S NAME, TITLE and POSITION |
| / | | | | |
| Month Year | | | | |
| | CITY | STATE | ZIP CODE | SUPERVISOR'S TELEPHONE NUMBER |
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EDUCATION:

| NAME AND ADDRESS OF SCHOOL | MAJOR SUBJECT | DID YOU GRADUATE? | TYPE OF DEGREE OR DIPLOMA |
|----------------------------|------------------|----------------------|------------------------------|
| HIGH SCHOOL OR PREP | | | |
| COLLEGE | | | |
| COLLEGE OR GRADUATE | | | |
| OTHER | | | |

PROFESSIONAL DESIGNATIONS:

| DESIGNATION | ORGANIZATION GRANTING DESIGNATION | DATE COMPLETED |
|-------------|-----------------------------------|----------------|
| DESIGNATION | ORGANIZATION GRANTING DESIGNATION | DATE COMPLETED |

PROFESSIONAL LICENSES:

| TYPE OF LICENSE | STATE GRANTING LICENSE | LICENSE NUMBER |
|-----------------|------------------------|----------------|
| TYPE OF LICENSE | STATE GRANTING LICENSE | LICENSE NUMBER |

REFERENCES: Please list three professional references

| NAME | RELATIONSHIP | COMPANY | PHONE/ALTERNATE PHONE |
|------|--------------|---------|-----------------------|
| | | | |
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PLEASE READ CAREFULLY BEFORE SIGNING APPLICATION

I have submitted the attached form to the company for the purpose of obtaining employment. I acknowledge that the use of this form, and my filling it out, does not indicate that any positions are open, nor does it obligate the company to further process my application.

My signature below attests to the fact that the information that I have provided on my application, resume, given verbally, or provided in any other materials, is true and complete to the best of my knowledge and also constitutes authority to verify any and all information submitted on this application. I understand that any misrepresentation or omission of any fact in my application, resume or any other materials, or during any interviews, can be justification for refusal of employment, or, if employed, termination from the Company's employ.

I also affirm that I have not signed any kind of restrictive document creating any obligation to any former employer that would restrict my acceptance of employment with the Company in the position I am seeking.

I understand that this application is not an employment contract for any specific length of time between the Company and me, and that in the event I am hired, my employment will be "at will" and either the Company or I can terminate my employment with or without cause and with or without notice at any time. Nothing contained in any handbook, manual, policy and the like, distributed by the Company to its employees is intended to or can create an employment contract, an offer of employment or any obligation on the Company's part. The Company may, at its sole discretion, hold in abeyance or revoke, amend or modify, abridge or change any benefit, policy practice, condition or process affecting its employees.

<u>References</u>: I hereby authorize the company and its agents to make such investigations and inquiries into my employment and educational history and other related matters as may be necessary in arriving at an employment decision. I hereby release employers, schools, and other persons from all liability in responding to inquires connected with my application and I specifically authorize the release of information by any schools, businesses, individuals, services or other entities listed by me in this form. Furthermore, I authorize the company and its agents to release any reference information to clients who request such information for purposes of evaluating my credentials and qualifications.

<u>Temporary/Contract Employment</u>: If employed as a temporary or contract employee, I understand that I may be an employee of the company and not of any client. If employed, I further understand that my employment is not guaranteed for any specific time and may be terminated at any time for any reason. I further understand that a contract will exist between the company and each client to whom I may be assigned which will require the client to pay a fee to the company in the event that I accept direct employment with the client, I agree to notify the company immediately should I be offered direct employment by a client (or by referral of the client to any subsidiary or affiliated company), either for a permanent, temporary (including assignments through another agency), or consulting positions during my assignment or after my assignment has ended.

SIGNED:

DATE:

For Maryland Applicants Only

POLYGRAPH NOTIFICATION AND ACKNOWLEDGMENT: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. ANY EMPLOYER WHO VIOLATES THIS PROVISION IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.

Signature of Applicant