

Electric Services, Inc. verifies ALL social security numbers and alien numbers with the Department of Immigration. Please have documentation ready for review upon hiring. Thank You.

Electric Services, Inc.

Application for Employment



Electric Services, Inc. is a **drug free workplace**. If you are offered a position with our company, you will be **required to submit to drug testing**.

ANY positive test results will result in immediate dismissal from employment.

If you have taken any illegal drugs in the past six months, **please do not apply**.

NAME: _____

ELECTRIC SERVICES, INC.
INDUSTRIAL & COMMERCIAL ELECTRICAL CONTRACTORS ENGINEERS
EC0001415, EC0002786, EB9435
1746 U.S. Hwy 441, Leesburg, Florida 34748
TELEPHONE (352) 787-1322 / FAX (352) 787-7871
www.electric-services.com

Electric Services, Inc.
EMPLOYEE BENEFITS

The following are benefits that Electric Services, Inc. currently offers. These benefits, at the sole discretion of management, may change from time to time.

- **Paid Holidays** – New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas (Not applicable when holiday falls on a weekend)
- **Vacation Pay** – 1 year = 1 week
2-9 years = 2 weeks
10-14 years = 3 weeks
15 years or more = 4 weeks
- **40 1(k) Retirement Plan**
- **Job Bonus Plan**
- **Health Insurance** – ESI pays 100% of Employee Coverage
- **Life Insurance** – ESI provides a \$10,000.00 Policy



PRE-EMPLOYMENT AGREEMENT

Please Read Carefully.

I understand that **Electric Services, Inc.** is a “Drug Free Workplace” and as such requires that all applicants must submit to a drug screen as a condition of employment. I further understand that any offer of employment by the company is contingent upon passing the drug screen.

If I receive an offer of employment, I will be given a copy of the company’s drug and alcohol abuse policy and will be asked to complete all necessary drug and alcohol testing forms at that time.

I hereby freely and voluntarily agree to submit to drug testing and I understand that refusal to submit to the testing or failure to qualify according to the minimum standards established by Electric Services, Inc. for this testing will cause my immediate dismissal. I also agree to retake the test if the specimen level is too low for an accurate screening.

Applicants Name (Printed)

Applicants Signature

Date

Application for Employment

PLEASE READ THIS APPLICATION THOROUGHLY AND COMPLETE IT HONESTLY.
ELECTRIC SERVICES, INC. PERFORMS A DETAILED BACKGROUND
INVESTIGATION ON ALL FINAL CANDIDATES.

IMPORTANT NOTICE: If you need assistance in completing this application, please contact the office. Applicants should be extremely careful as they complete this application. Electric Services, Inc. utilizes a sophisticated and detailed background and pre-employment investigation process. This process frequently discloses inaccurate, false and/or incomplete or omitted information. Should this process determine any inaccurate or incomplete information, it will result in you either being disqualified from employment with Electric Services as an applicant, or it will result in termination if the inaccuracies are discovered subsequent to your employment with Electric Services. Accordingly, Electric Services strongly suggests that you NOT complete this application until you have the time and accurate information to do so. **Electric Services is an equal opportunity employer and will not discriminate against any employee or applicant for employment in any manner prohibited by law. If you feel you have been unfairly treated or discriminated against for any reason, please call this to the attention of the administrative office so that we may address your concerns.**

By signing this application, I represent that the information provided in this form is given voluntarily and may be used in filing reports required by state and federal governments and agencies and for any other purpose not prohibited by law. Electric Services requires all individuals who successfully completed the initial employment screening process to submit to a drug screening program, which may include the taking of blood and/or urine samples, and reserves the right to require that all employees submit to a drug and alcohol testing during the course of their employment. The result of such screening will be initially disclosed to decision makers for Electric Services and will be the basis for termination of employment. Electric Services reserves the right to utilize this information in any way it deems necessary, such as but not limited to civil, criminal and administrative proceedings, and any other similar matters. By signing this application, I agree to the foregoing and further agree to hold Electric Services harmless for any claims resulting from such screening for drug and /or alcohol use.

NOTE: All applicants will be required to furnish proof of identity and legal work authorization to be considered for employment.

EMPLOYMENT INFORMATION

1. Position applied for and Desired Salary _____

\$ _____

Type of employment desired? _____ Full Time _____ Part Time _____ Temporary

PERSONAL DATA

2. Applicant's Full Name _____

List any names you currently use or have used at any time, including any nicknames, aliases, stage names, or any other names.

Name	Date	Type, i.e. nickname

3. Street Address _____
City/State/Zip Code _____

4. Home Telephone Number _____

Cell Phone/Pager Number _____

When is the best time to contact you at work? _____

At home? _____

5. Social Security Number _____

BACKGROUND DATA

6. Have you ever been convicted of a crime, had an adjudication of a crime withheld, or pled nob contendere to a crime? _____ Yes* _____ No. If yes, please state the circumstances with regard to each. (Please ask for additional paper if you need more space.) _____

7. Have you been arrested for any crime which is still pending? _____ Yes* _____ No. If yes, please state the circumstances and current status of each arrest. (Please ask for additional paper if you need more space.) _____

*NOTE: Answering "Yes" to any of these questions may not necessarily disqualify you from the position desired. Each action and explanation will be weighed/considered in relationship to the position for which you are applying.

EMPLOYMENT HISTORY

8. Please list, beginning with your most recent employment (starting with your current employer), any and all prior work experience which you have had during the past 10 years. Be sure to account for any periods of unemployment. Please request additional pages as necessary.

Dates (Mo. And Yr.)	Employer and Phone No.	Address
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12. If employed by us, will you continue to receive other compensation of any kind from any other employer or entity for services concurrently performed on behalf of that employer or entity?
_____Yes _____No

13. Please describe any other experience, abilities, skills or credentials which you feel add to your qualifications for the position sought with us.

ADDITIONAL INFORMATION

14. State the number of times you were absent from work during the last 24 months _____ During the last 12 months _____

15. State the number of times you were absent from work due to a disciplinary action because of tardiness in the last 24 months _____ During the last 12 months _____

16. Was the discipline justified on each occasion? _____ Yes _____ No If not, as to each occasion you believe the discipline was not justified, please explain (Please request additional paper if you need more space to answer this question.)

17. Please explain, in your own words, why you want to work at Electric Services, in what position(s), and any other information you feel should be considered in connection with your employment application (please ask for additional paper if needed).

*Dishonorable discharge from the Armed Forces will not necessarily be a bar to employment. Factors such as age at the time of the offense, type of offense, remoteness of the offense and time and rehabilitation will be taken into account in determining the effect on suitability of employment.

I UNDERSTAND that this application will only be considered “active” for 30 calendar days from the date of application. If I have not obtained employment with Electric Services within 30 days, but remain interested in obtaining employment with Electric Services, I understand that I must notify Electric Services in writing of my desire for my application to be considered for an additional 30 days.

I ALSO UNDERSTAND that all statements made by me in connection with my application for employment may be checked by Electric Services. I authorize Electric Services to contact my prior employers, including each of those employers listed in paragraph no. 8, and other sources of information, regarding my background, and I hereby authorize and direct each such employer and source of information to answer any and all questions regarding my prior employment and background. I hereby indemnify Electric Services, each of my prior employers listed in paragraph no. 8 above and each of the other sources of information contacted, and agree to hold them harmless from any claims arising from this authorization and direction.

ELECTRIC SERVICES BACKGROUND INVESTIGATION of each applicant may result in the preparation of an investigative consumer report which would include information as to the applicant's character, general reputation, personal characteristics and mode of living. Applicants may submit a written request to Electric Services for a complete and accurate disclosure of the nature and scope of the requested investigation. I hereby release Electric Services and any person, company or institution that provides Electric Services information from any and all liability for any damage that may result from the investigation, use or disclosure of such information.

I UNDERSTAND further that any misstatements or omissions in this application will result in a decision not to hire me, or to discharge me if discovered only after hire.

IF EMPLOYED, I agree to conform to the rules and regulations of Electric Services. I understand that as a condition of my employment and continued employment, I will be required to submit to, and do voluntarily agree to submit to any testing for the presence of drug or alcohol, and to submit to any procedure to assess my qualifications for employment. I also agree that, just as I have, if hired, the right to terminate my employment at any time, with or without cause, and with or without notice, Electric Services may terminate my employment at any time with or without cause or notice. I understand that no manager or representative of Electric Services, other than the President or CEO of Electric Services, has any authority to enter into any agreement for employment for any specified period of time or make any agreement contrary to the foregoing either now, in the past or in the future. I further understand that even such an agreement must be in writing and signed by the President or CEO for it to be binding on either myself or Electric Services. I further understand that this supersedes any prior oral or written understanding and bars any future oral understanding to the contrary.

I ACKNOWLEDGE and AGREE that if at any time I am subjected to any type of discrimination or harassment, I will contact Electric Services' office immediately to obtain assistance in the resolution of such matters.

I HEREBY REPRESENT AND WARRANT that I have read and fully understand the foregoing and seek employment under these conditions of my own free will and in accordance with my own judgment.

Date

Applicant's Signature



FOR OFFICE USE ONLY

Hired By: _____ Date _____

Date Reporting for Work: _____

Hourly Wage/Salary: _____

Position _____