



EMPLOYMENT APPLICATION

An Equal Opportunity Employer

Hiring is based on the doctrine of "at-will-employment"

This is Clairemont Equipment's Official Employment Application
Resumes will not be accepted in lieu of this Completed Employment Application

All applicants are considered for all positions without regard to race, religion, color, sex, gender, sexual orientation, pregnancy, age, national origin, ancestry, physical/mental disability, medical condition, military/veteran status, genetic information, marital status, ethnicity, citizenship or immigration status, or any other protected classification, in accordance with applicable federal, state, and local laws. By completing this application, you are seeking to join a team of hardworking professionals dedicated to consistently delivering outstanding service to our customers and contributing to the financial success of the organization, its clients, and its employees. Equal access to programs, services, and employment is available to all qualified persons. Those applicants requiring an accommodation to complete the application and/or interview process should contact a management representative.

THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE. NOTHING IN THIS APPLICATION OR IN ANY DOCUMENT OR STATEMENT, WRITTEN OR ORAL, SHALL LIMIT THE RIGHT TO TERMINATE EMPLOYMENT AT-WILL. NO OFFICER, EMPLOYEE OR REPRESENTATIVE OF THE COMPANY IS AUTHORIZED TO ENTER INTO AN AGREEMENT – EXPRESS OR IMPLIED – WITH ME OR ANY APPLICANT FOR EMPLOYMENT FOR A SPECIFIED PERIOD OF TIME UNLESS SUCH AN AGREEMENT IS IN A WRITTEN CONTRACT SIGNED BY THE PRESIDENT OF THE COMPANY. IF HIRED, I AGREE TO CONFORM TO THE RULES AND REGULATIONS OF THE COMPANY, AND I UNDERSTAND THAT THE COMPANY HAS COMPLETE DISCRETION TO MODIFY SUCH RULES AND REGULATIONS AT ANY TIME. EXCEPT THAT IT WILL NOT MODIFY ITS POLICY OF EMPLOYMENT AT-WILL.

PLEASE PRINT OR TYPE

First Name	Last Name		Middle Name
Street Address	City	State	Zip Code
Cell Phone Number	Alt. Phone Number	Email	

EMPLOYMENT INFORMATION

Position Applied For	Date of Application					
Applied for Position at Which Branch:						
Corporate Office	Bakersfield	Escondido	Fontana	Imperial	Indio	San Diego
Please check the type of work schedule you are applying for:						
Regular Full-Time Work	Regular Part-Time Work	Temporary Work (ie: Summer or Holiday Work)				
What days and hours are you available for work?						
Would you be available to work overtime if necessary?			Yes	No		
Date on which you can start work if hired:						
If hired, can you present evidence of your identity and legal right to work in the United States?					Yes	No
Have you previously applied for employment with this Company?			If Yes, When & Which location?			
Have you ever been employed with us before?			If Yes, When & Which location?			
Do any of your friends or relatives work for Clairemont Equipment?			If Yes, List Name & Relationship:			
For Administrative / Clerical Positions: Typing Speed		WPM (net), 10 key by touch?		Yes	No	
For Mechanical Positions: Do you have a full set of tools?		Yes	No	Approximate Value: _____		
Salary Desired: _____			Comments: _____			

PLEASE FORWARD TO THE HUMAN RESOURCE DEPARTMENT

Email: HR@ClairemontEquipment.com | Drop Off In Person at A Branch | Mail: 7651 Ronson Road | San Diego, CA 92111

PERSONAL INFORMATION

1. Are you at least 18 years old? Yes No
2. If hired, do you have a reliable means of transportation to and from work? Yes No
3. Any other names or nicknames needed to check your work record or complete a background check? Yes No
If so, what Name(s): _____
4. Are you willing to undergo a background check, in accordance with local law/regulations? Yes No
5. Are you able to perform the essential job functions of the job for which you are applying for? Yes No
Note: We comply with the Americans with Disabilities Act and consider reasonable accommodation measures that may be necessary for qualified applicants/employees to perform essential job functions.
6. Why are you applying for work at our company? _____
7. Do you speak, write or understand any foreign language? _____
8. **Check box that describes your Attendance record at previous Jobs:**

Late:	NEVER	SELDOM	OFTEN
Absent:	NEVER	SELDOM	OFTEN

EDUCATION & TRAINING

Education	School Name & Location (Address, City, State)	Diploma/Degree (Yes/No)	Area of Study/Major	Specialized Training, Skills or extracurricular activities
High School				
College				
Graduate / Professional				
Trade School / Other				
Military				

Note: If you have any experience, training, skills, or other qualifications which you feel make you especially suited for work at Clairemont Equipment please attach a comment sheet or let your interviewer know of these abilities.

DRIVING INFORMATION

- If DRIVING is a function of the Job you are applying for? Yes No If **YES**, Attach your DMV Printout | If **NO**, Skip this section.
- Do you have a valid drivers license? Yes No State of Issuance _____ Class _____ Expires _____
- Have you ever had a Drivers License or any Motor Vehicle License Denied, Suspended or Revoked in the last 7 years?
Yes No If Yes, explain: _____
- Do you have personal automobile insurance? Yes No If No, explain: _____
- Have you ever been denied personal automobile insurance or has it ever been terminated or suspended? Yes No

Please list all moving violations in the last five (5) years:

Offense	Date	Comments

DO YOU HAVE A DOT COMMERCIAL DRIVERS LICENSE? Yes No If No, Skip Below DOT section.

DOT DRIVERS ONLY: COMPLETE IF YOU ARE APPLYING FOR A DRIVING POSITION WHICH IS COVERED BY A FEDERAL DOT REGULATIONS

Are you currently illegally using drugs? Yes No

List each non expired commercial vehicle operator s license or permit issued to you.
List all outstanding non parking violations plus past 3 years convictions and bond forfeitures.

Document Type	Document Number	Issuing State	Expires	Describe Equipment Operated & Details of Experience.

Describe all accidents that you were involved in during the last 3 years.

Date	List Injuries and/or Fatalities	Describe the nature of each Accident

EMPLOYMENT HISTORY

List below, present and past employment in order, **Starting with your most recent employer first.** Be sure to account for all periods of time. If self-employed, give company name and supply business references. Add an additional page if necessary.

Must Complete this section in order to be considered for Employment. Resume will NOT be accepted in place of this section.

Name of Employer	Employer's Phone Number	Dates Employed (month/year)		
Employment Address: City & State		Supervisor's Name/Title		May We Contact?
				Yes No
Job Title and Duties		Reason for Leaving	How Much Notice Did you Give?	

Explain if you were ever Disciplined: _____

Name of Employer	Employer's Phone Number	Dates Employed (month/year)		
Employment Address: City & State		Supervisor's Name/Title		May We Contact?
				Yes No
Job Title and Duties		Reason for Leaving	How Much Notice Did you Give?	

Explain if you were ever Disciplined: _____

Name of Employer	Employer's Phone Number	Dates Employed (month/year)		
Employment Address: City & State		Supervisor's Name/Title		May We Contact?
				Yes No
Job Title and Duties		Reason for Leaving	How Much Notice Did you Give?	

Explain if you were ever Disciplined: _____

Name of Employer	Employer's Phone Number	Dates Employed (month/year)		
Employment Address: City & State		Supervisor's Name/Title		May We Contact?
				Yes No
Job Title and Duties		Reason for Leaving	How Much Notice Did you Give?	

Explain if you were ever Disciplined: _____

Explain any gaps in your employment history.

--	--

Have you ever been terminated or asked to resign from any job? Yes No

If yes, please explain: _____

REFERENCES

List three references of individuals who are not related to you.

Name	Relationship	Telephone Number	# of Years Known

APPLICANT STATEMENT, AGREEMENT, RELEASE & AUTHORIZATION

Read and initial each paragraph below. Ask for clarification prior to initially if there is anything that you do not understand.

I Hereby authorize the company and its agents to confirm all statements contained in this application and/or resume as it relates to the position I am seeking to the extent permitted by federal, state, or local law. In connection with my application for employment with Clairemont Equipment (hereafter COMPANY), I understand an investigative background check may be requested and obtained or performed by COMPANY 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 the company 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 the company, 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 the company, I understand that I am required to comply with all rules and regulations of the company.

I understand and agree that if driving is a requirement of the job for which I am applying, my employment and/or continued employment is contingent on possessing a valid driver's license for California, automobile liability insurance in an amount equal to the minimum required by the state of California and comply with the qualification of COMPANY Fleet Vehicle Use Agreement and Policy.

I acknowledge that the company has established a drug-free workplace, including a drug and alcohol testing program in compliance with federal, state, and local laws. If I receive a conditional offer of employment, I understand that passing a pre-employment drug test and physical examination will be required. I agree to adhere to the conditions of a drug-free workplace, as mandated by applicable laws. Additionally, I understand that all employees, in accordance with the company's policy and relevant laws, may be subject to urinalysis, blood screening, or other medically recognized tests to detect the presence of alcohol, marijuana, illegal, or controlled substances during employment. I accept that undergoing alcohol and drug testing is a condition of continued employment and agree to comply with the company's policies and applicable laws.

If employed by the company, I understand and agree that the company, to the extent permitted by federal, state, and local law, may exercise its right, without prior warning or notice, to conduct investigations of property (including, but not limited to, files, lockers, desks, vehicles, phones and computers) and, in certain circumstances, my personal property.

If hired, I understand and agree that my employment with the company is at will and that neither I nor the company is required to continue the employment relationship for any specific term. I further understand that the company 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 the safety of employees is extremely important to the company and that the company is committed to ensuring a safe working environment. 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 law requires me to complete an I-9 Form in this regard.

I understand and agree that as a condition of employment and to the extent permitted by federal, state, and local law, I will be required to sign a confidentiality, restrictive covenant, and/or conflict of interest statement. I certify that I am NOT under 18 years of age and that all the information on this application, my resume, or any supporting documents I may present during any interview is and will be true, complete and accurate to the beset of my knowledge. I understand that any falsification, misrepresentation, omission of any information may result in disqualification from consideration for employment, or if employed, disciplinary action, up to and including immediate dismissal.

I understand that if any term, provision, or portion of this Agreement is declared void or unenforceable, it shall be severed, and the remainder of this Agreement shall be enforceable.

This application will be considered active for a maximum of sixty (60) days. If you wish to be considered for employment after that time, you must reapply. I acknowledge that a digitally signed, faxed or Photographic Copy of this signed statement will be as valid as one signed in ink. DO NOT SIGN UNTIL YOU HAVE READ ALL OF THE INFORMATION CONTAINED IN THE APPLICATION. My signature attests to the fact that I have read, understand, and agree to all of the above terms.

Signature: _____ Date: _____

Print Name: _____