



909 26th Street, Anacortes, WA 98221 • (360) 293-4595 Fax (360) 293-5528

AT-WILL EMPLOYMENT APPLICATION

(PLEASE PRINT ALL INFORMATION EXCEPT SIGNATURE)

THIS COMPANY IS AN AT WILL EQUAL OPPORTUNITY EMPLOYER

THIS APPLICATION IS NOT AN EMPLOYMENT CONTRACT but merely is intended to evaluate suitability for employment. It is the policy of the company to provide equal employment to all qualified persons without discrimination on the basis of sex, race, color, religion, age, marital status, national origin, citizenship, disability, veteran status, or any other status protected under state and federal law. It is also the policy of this company to have the option of conducting pre-employment screening before a job offer is made. If a job offer is made, employment may be contingent upon a successful completion of a medical examination, which may include providing body substance samples.

PERSONAL INFORMATION

Name Last First Middle

Home Phone Work Phone

Please list below your current address and your two other most recent addresses:

Current Street City State Zip Since(mo/yr)

Street City State Zip Since(mo/yr)

Street City State Zip Since(mo/yr)

EDUCATION

High School Attended City/County/State Did you earn a Diploma?

Undergraduate College Attended City/State Areas of Study Degree/Certificate/Diploma

Graduate School Attended City State Areas of Study Degree/Certificate/Diploma

Trade, Business, or Other School City, State Areas of Study Degree/Certificate/Diploma

EMPLOYMENT INFORMATION

Position Applied For: Date You Can Start Work: Desired Salary:

Do You Prefer: Full-Time Part-Time Can You Work: Weekends Evenings

Please answer all of the following questions. When necessary, note question number and use extra paper to provide explanations:

1) Are you at least 18 years of age and legally eligible for work in the United States? Yes No

2) Will you work overtime when necessary? Yes No

3) Have you received a description of the job or been made aware of the essential functions of the job you are applying for? Yes No

4) Do you understand the job requirements? Yes No

5) Are you on layoff and subject to recall? Yes No

6) Are you currently bound by noncom petition or trade secret agreement? (If yes, please explain) Yes No

7) Have you ever been discharged or asked to resign from a job? (If yes, please explain) Yes No

8) Have you ever been involuntarily terminated from a job? (If yes, please explain) Yes No

EMPLOYMENT INFORMATION

MAY WE CONTACT YOUR PRESENT EMPLOYER? YES NO

Please list your last three employers beginning with the most recent.

Most Recent Employer City State Zip Phone

Position Held	Dates From/To	Pay Rate upon Leaving	Supervisor
Duties	Reason for Leaving		
Next Most Recent Employer	City	State	Zip Phone
Position Held	Dates From/To	Pay Rate upon Leaving	Supervisor
Duties	Reason for Leaving		
Next Most Recent Employer	City	State	Zip Phone
Position Held	Dates From/To	Pay Rate upon Leaving	Supervisor
Duties	Reason for Leaving		

JOB RELATED SKILLS

Please answer the following questions if the position you are applying for requires driving a motor vehicle:

1. Do you have a valid Driver's License Yes No
If yes: Driver's License #: _____ State of Issue: _____
2. Have you ever been convicted of or pled guilty to any traffic-related offense within the past 5 years?
3. Have you ever had your Driver's License suspended or revoked or had your driving privileges modified by a court of law?
4. Please list all states from which you hold or have held a Driver's License:

Please use this space to list any special skills you may have that relate to the position applied for:

Please list any professional licenses, designations, certifications, etc. that may relate to the position applied for. Include date granted, name of organization, and any other relevant information.

CRIMINAL RECORD INFORMATION

Have you ever been convicted of a misdemeanor or felony? YES NO
If yes, please provide detail of when, why, and where _____

APPLICANT'S CERTIFICATION AGREEMENT

1. **APPLICATION NOT COMPLETE WITHOUT THE ATTACHED BACKGROUND DISCLOSURE AND AUTHORIZATION FORM**
2. I certify that the facts and information set forth in this application are true and complete to the best of my knowledge. I understand that falsification, misrepresentation or omission of facts on this application (or any other required documents) may result in denial of employment or immediate termination of employment, regardless of when or how discovered.
3. I agree, if I am offered and accept a position, to conform to all existing and future Company rules and regulations and I understand that the Company reserves the right to change wages, hours, and working conditions as deemed necessary. I ALSO UNDERSTAND THAT, IF HIRED, MY EMPLOYMENT WILL BE AT-WILL, MEANING THAT EITHER PARTY CAN END THE EMPLOYMENT RELATIONSHIP AT ANY TIME AND FOR AN OR NO REASON.
4. I understand that any employment offer is contingent upon my providing, within three (3) working days of employment, valid proof of identity and eligibility to work in order to comply with the Immigration Reform and Control Act of 1986.
5. I have read and reviewed the information provided in this application and the above statement. By signing this application for employment I certify, that I understand all parts of it and have answered all questions completely and fully.

Signature

Date



**DISCLOSURE AND AUTHORIZATION REGARDING BACKGROUND
INVESTIGATION FOR EMPLOYMENT PURPOSES**

Disclosure

FRONTIER INDUSTRIES INC dba FRONTIER BUILDING SUPPLY (the "Company") may request from a consumer reporting agency and for employment-related purposes, a "consumer report(s)" (commonly known as "background reports") containing background information about you in connection with your employment, or application for employment, or engagement for services (including independent contractor or volunteer assignments, as applicable).

HireRight, LLC ("HireRight") will prepare or assemble the background reports for the Company. HireRight is located and can be contacted at 3349 Michelson Drive, Suite 150, Irvine, CA 92612, (800) 400-2761, www.hireright.com.

The background report(s) may contain information concerning your character, general reputation, personal characteristics, mode of living, or credit standing. The types of background information that may be obtained include, but are not limited to: criminal history; litigation history; motor vehicle record and accident history; social security number verification; address and alias history; credit history; verification of your education, employment and earnings history; professional licensing, credential and certification checks; drug/alcohol testing results and history; military service; and other information.

Authorization

I hereby authorize Company to obtain the consumer reports described above about me.

Applicant Name _____

Applicant Signature _____ Date _____

Social Security _____ Date of Birth _____

(To be kept confidential)