

**FRATCO, INC.
ALGONA APPLICATION FOR EMPLOYMENT**

We are an Equal Opportunity Employer. It is the Company's policy to make employment decisions without regard to age, race, color, religion, national origin, sex, disability, veteran status, marital status or any other legally protected status in accordance with local, state or federal law. Equal access to programs, services and employment is available to all persons. Those applicants requiring reasonable accommodation for the application and/or interview process should notify a representative of the Human Resources Department.

Position Applying for:			Date of Application:		
Shift Preference: 1st : MTW 5:00am-5:00pm 2nd : MTW 5:00pm-5:00am					
3rd : THFS 5:00am-5:00pm 4th : THFS 5:00pm-5:00am					
Full Name (Last, First & Middle)			Phone #:		
			() -		
Address (Number & Street)			Email or other contact information:		
City	State	Zip Code			

Please circle:

Are you legally authorized to work in the United States?	Yes or No
Will you now or in the future require sponsorship for employment visa status?	Yes or No
Date available to start work:	

If yes, please provide date(s) and details:	
Could your employment with Fratco be affected by any commitments or agreements you have with any other employer?	Yes or No
If, yes, explain.	

How did you hear about FRATCO? Please circle which apply		
FRATCO personnel	Billboard	Radio
Online Job Board	Social Media	
If it was Fratco personnel, please list name:		

*****Before answering this question, carefully review the information below to determine whether your state has special requirements applicable to the section of this application.**

Indiana applicants are not required to disclose conviction records that have been sealed or expunged by court order.

Have you pled “guilty” or “no contest” to, or been convicted of, a crime in the last seven years? Yes No

Nature of conviction(s): _____
Date(s): _____

A conviction does not automatically mean that you will not be offered a job. The seriousness and nature of the offense, the circumstances surrounding the conviction, the job-relatedness of the conviction, and how long ago the conviction occurred are important considerations. Give all the facts, so that a fair determination may be made. Continue on a separate piece of paper if necessary.

Education

	Name & Location	# of Years Completed	Did you graduate?	Subject(s) Studied/ Degrees Received
High School			Yes or No	
College			Yes or No	
Other			Yes or No	

Skills & Qualifications

Please summarize your skills and knowledge:

References

Name	Address	Business	Telephone	Years Known

List all employment, cooperative, or summer work experience since the age of 18, including periods of self employment. Give past employment as completely as possible, starting with your present or most recent employer. Do not skip or omit any employment, including the information sought on this application. For any period of unemployment or self-employment, show dates and explain. If you need additional space, please continue on a separate piece of paper.

Employment History

Day/Month/Year	Name & Address of Employer	Position	Supervisor & Telephone #	Reason for Leaving
From / /				
To / /				
From / /				
To / /				
From / /				
To / /				

Have you **ever** been discharged or asked to resign from any employment? Yes No If yes, explain the circumstances.

Applicant Certification

This application for employment shall be considered active for a period of time not to exceed 60 days. Any applicant wishing to be considered for employment beyond this time period should complete an additional application.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an “at will” nature, which means that the Employee may resign at any time and the Company may discharge Employee at any time with or without cause. It is further understood that this “at will” employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by the CEO of the Company.

I understand that statements contained in policies, practices, handbooks and other Company materials do not create any contract, express or implied, or guarantees of employment or continued employment. I understand that the Company has an absolute and unconditional right to modify, amend or terminate policies, practices, benefit plans and other Company programs as it sees fit.

I understand that any offer of employment will be contingent upon my passing any preemployment screening procedures required, including but not limited to, drug screening and background check. By signing this application, I expressly consent to these procedures.

In the event of employment, I hereby certify that the facts set forth in my application for employment are true, accurate, and complete. I understand that the Company is relying on me to provide true, accurate, and complete information and that any employment decision is based upon these representations. If employed, I understand that false, misleading, or incomplete information, as determined in the Company's sole discretion, in my application, resume, or interview(s) may result in termination, whenever discovered.

Applicant's Signature	Today's Date

