

# APPLICATION FOR EMPLOYMENT

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, severe/morbid obesity, medical condition, military/veteran status, genetic information, marital status, ethnicity, alienage 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 Hand Up Homes for Youth, its clients, and its employees. Equal access to programs, services, and employment is available to all qualified persons. Those applicants requiring accommodation to complete the application and/or interview process should contact a management representative. Please print.

Position(s) Applied for		Date of Application		
Print Name (Last, First, & Middle)				
Street Address		City	State	Zip Code
Main Phone Number	Alternate Phone Number	Email		

## EMPLOYMENT EXPERIENCE

Please list the names of your present or previous employers in chronological order with present or last employer listed first. Be sure to account for all periods of time. If self-employed, give firm name and supply business references. [Add additional page if necessary]

Name of Employer		Supervisor		May we contact?
				<input type="checkbox"/> Yes <input type="checkbox"/> No
Street Address		Main Phone Number		
Dates Employed (Month/Year)		Pay Rate		
From	To	Starting	Final	
Job Title and Duties		Reason for Leaving		

Name of Employer		Supervisor		May we contact?
				<input type="checkbox"/> Yes <input type="checkbox"/> No
Street Address		Main Phone Number		
Dates Employed (Month/Year)		Pay Rate		

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Name of Employer		Supervisor	May we contact?
			<input type="checkbox"/> Yes <input type="checkbox"/> No
Street Address		Main Phone Number	
Dates Employed (Month/Year)		Pay Rate	
From	To	Starting	Final
Job Title and Duties		Reason for Leaving	

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

If yes, please explain

Please explain any gaps in your employment history:

Please list any other experience, job related skills, additional languages, or other qualifications that you believe should be considered in evaluating your qualifications for employment.

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**EDUCATION**

Please describe your educational background in the table provided below.

	School Name	Years Completed	Diploma/ Degree (Yes/No)	Course of Study/Major	Specialized Training, Skills, or Extra- Curricular Activities
High School					
College/ University					
Graduate/ Professional School					
Trade School					
Other					

**BUSINESS AND PROFESSIONAL REFERENCES**

Please list three professional references of individuals who are **not** related to you.

Name and Title	Relationship	Phone Number or Email

**PERSONAL REFERENCES**

Please list three people who know you well.

Name and Title	Relationship and Years Acquainted	Phone Number or Email

**GENERAL INFORMATION**

1. Have you ever used another name?..... Yes  No
2. Is any additional information relative to name changes, use of an assumed name, or nickname necessary to enable a check on your work and educational record?..... Yes  No
  - a. If yes to either of the above, please explain:

\_\_\_\_\_

\_\_\_\_\_

3. Have you ever worked for this company before?..... Yes  No
  - a. If yes, please give dates and position: \_\_\_\_\_
4. Do you have friends and/or relatives working for this company?..... Yes  No
  - a. If yes, name(s) and relationship(s): \_\_\_\_\_
5. On what date are you available to begin work? \_\_\_\_\_

6. Days/Hours available to work:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

7. Are you available to work?  Full-time  Part-time  Shift Work  Temporary
8. Minimum salary required:.....Per Hour \$\_\_\_\_\_ Per Month \$\_\_\_\_\_
9. If hired, would you have a reliable means of transportation to and from work?..... Yes  No
10. Can you travel if the position requires it?..... Yes  No
11. Can you relocate if the position requires it?..... Yes  No
12. Are you at least 18 years old? ..... Yes  No
  - a. Note: If under 18, hire is subject to verification that you are of minimum legal age.
13. If hired, can you present evidence of your identity and legal right to work in this country?..... Yes  No
14. Are you able to perform the essential job functions of the job for which you are applying with or without reasonable accommodation?..... Yes  No
  - a. Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for qualified applicants/employees to perform essential job functions.
  - b. Have you lived in the state of North Carolina for the past 5 consecutive years?  Yes  No

**APPLICANT STATEMENT AND AGREEMENT**

NC regulation (10A NCAC 27G .0202) states all facilities or services shall require that all applicants for employment disclose any criminal conviction. The impact of this information on a decision regarding employment shall be based upon the offense in relationship to the job for which you are applying. Please disclose any criminal convictions below:

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**Please read and initial each paragraph below. If there is anything that you do not understand, please ask.**

\_\_\_\_\_ I hereby authorize Focus Behavioral Health Services 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 Focus Behavioral Health Services 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 Focus Behavioral Health Services, 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 Focus Behavioral Health Services, I understand that I am required to comply with all rules and regulations of Hand Up Homes for Youth.

\_\_\_\_\_ If hired, I understand and agree that my employment with Focus Behavioral Health Services is at-will, and that neither I, nor Focus Behavioral Health Services is required to continue the employment relationship for any specific term. I further understand that Focus Behavioral Health Services 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 safety of employees is extremely important to Focus Behavioral Health Services and that Focus Behavioral Health Services 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 laws require me to complete an I-9 Form in this regard.

\_\_\_\_\_ 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.

**MY SIGNATURE BELOW ATTESTS TO THE FACT THAT I HAVE READ, UNDERSTAND, AND AGREE TO ALL OF THE ABOVE TERMS.**

**Signature:** \_\_\_\_\_ **Name (print):** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Legal Disclaimer:** This document is intended for informational purposes only, and does not constitute legal information or advice. This information and all HR Support Center materials are provided in consultation with federal and state statutes and do not encompass other regulations that may exist, such as local ordinances. Transmission of documents or information through the HR Support Center does not create an attorney-client relationship. If you are seeking legal advice, you are encouraged to consult an attorney.