



EMPLOYMENT APPLICATION

AN EQUAL OPPORTUNITY EMPLOYER

Name:		Date of Application:	
Address:			
City:		State:	Zip:
Home Phone:	Cell Phone:	Email Address:	Social Security Number:

GENERAL INFORMATION

Position applied for: _____ Date available to start work _____

Available to Work: Full time Temporary Part Time Hours Available: _____

If you are under age 18, can you provide a work permit if offered a job? Yes No

If hired, can you provide proof that you are legally able to work in the U.S.? Yes No

Have you ever been convicted of a felony? Yes No

Note: Convictions for marijuana-related offenses that are more than two years old need not be listed.

If yes, please explain _____

Conviction is not an automatic bar from employment. Each case will be considered on its own merit and the relevance to the position in which you applied.

Have you ever applied for a position with or worked for this company before? Yes No

If yes, specify dates: From: _____ To: _____

Do you have any obligations that would limit your ability to meet the attendance requirement of the position you applied for? Yes No

If yes, please explain _____

How were you referred to Ryan Herco Flow Solutions? (Check one or more and give name of source)

<input type="checkbox"/> Ryan Herco Flow Solutions Employee:	<input type="checkbox"/> Agency: _____
_____	<input type="checkbox"/> Newspaper : _____
<input type="checkbox"/> Ryan Herco Flow Solutions Web Site	<input type="checkbox"/> Internet Posting _____
	<input type="checkbox"/> Other: _____

Do you have any friends or relatives who are presently (or have formerly been) employed by Ryan Herco Flow Solutions or any affiliate of Ryan Herco Flow Solutions?

Yes No If so, please give names: _____



Are you able to perform the essential duties of the position for which you are applying, either with or without reasonable accommodations?

Yes No

If necessary, please indicate what type(s) of reasonable accommodations are needed:

Are you a veteran of the United States military service? Yes No

If yes, please state branch of service: _____

SKILLS

MS Word MS Excel MS PowerPoint MS Access Lotus Notes AS400

Industry Experience Industrial Food & Beverage Microelectronics Water Waste

Other: _____

EDUCATION

	Name and Address of School	Major	No. of Years Completed	Did you Graduate?
College				
Other (specify)				

BUSINESS REFERENCES

Please list three persons (or more, on an attachment) who are not related to you, and are best qualified to comment on your **business/professional qualifications** and/or relevant educational background.

Name	Address	Title	Years Known	Telephone



EMPLOYMENT HISTORY

Please list your present and past work experience for the last 10 years, beginning with your most current job. Attach additional sheet if necessary. **Please Note: You must complete this section even if attaching a resume.**

Name of Employer	From:	To:	Starting Pay:
Address:	Telephone:		Final Pay:
Position:	Supervisors Name/Position:		
Description of Duties:			
Reason For Leaving:			
If currently employed, may we contact your present employer for a reference? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, may we contact them upon your acceptance of an employment offer? <input type="checkbox"/> Yes <input type="checkbox"/> No/ Explain: _____			

Name of Employer:	From:	To:	Starting Pay:
Address:	Telephone:		Final Pay:
Position:	Supervisors Name/ Position:		
Description of Duties:			
Reason for Leaving:			

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Address:	Telephone:		Final Pay:
Position:	Supervisors Name/ Position:		
Description of Duties:			
Reason for Leaving:			



Certification and Release - Please read this section carefully and acknowledge your understanding by initialing each section and signing your name in the space below.

Falsification Statement

I certify that all of the information provided on this application for employment, my resume, any other attachments or addendums, and in my interview is true, correct, and complete to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any misrepresentation, falsification, or omission may be considered justification for withdrawing any offer of employment, consideration for employment, or for subsequent discharge if I am employed, regardless of the time elapsed before discovery.

Right to Work Verification

I understand that the U. S. Immigration Reform and Control Act of 1986 requires that all persons hired must submit satisfactory proof of their identity and their legal authorization to work in the United States within three days of being hired. (*A listing of the required documentation is available upon request.*) I understand that failure to submit such proof within the required time shall result in immediate employment termination. I certify the following answers are correct.

Are you lawfully entitled to work in the U.S.? Yes No

If offered employment, will you be able to provide the required documentation for verification of employment authorization and identity, on or before the third day of employment? Yes No

Are at least 18 years old? (*If no, hire is contingent on age verification & approved work permits*) Yes No

Release and Consent To Conduct Background Investigation

I understand that Ryan Herco Flow Solutions requires certain information about me to evaluate my qualifications for employment and to conduct its business if I become an employee. I understand completion of this Application and my signature on this page of the application and on the attached page for Release and Authorization for Consumer Report and Investigative Consumer Report are required for consideration of employment with Ryan Herco Flow Solutions. I agree to defend, indemnify and hold harmless Ryan Herco Flow Solutions and its employees and agents from any and all claims or lawsuits that may result from Ryan Herco Flow Solutions' investigation or actions taken as a result of its research.

Employment "At Will"

I understand and agree that if I am employed, my employment is at the discretion of Ryan Herco Flow Solutions and it has no specified term. It can be terminated at will, with or without notice, at any time, for any or no reason, at the option of either Ryan Herco Flow Solutions or myself. If hired, no promises or representations contrary to the foregoing are binding on the company unless made in writing by the company's designated representative.

Other Employment Policies

I understand that employment with Ryan Herco Flow Solutions, if hired, will be conditional upon completion of an Employee Nondisclosure and Proprietary Information Agreement, agreement to terms of a written offer, and satisfactory completion of other forms and agreements required by Ryan Herco Flow Solutions. I also understand that other terms and conditions of my employment will be governed by terms outlined in Ryan Herco Flow Solutions' Employee Handbook and various policies and programs of Ryan Herco Flow Solutions, in writing and otherwise, and that those policies and programs may be changed from time to time by Ryan Herco Flow Solutions, at their discretion, without affecting the ~~at~~ will+nature of employment.

I agree that working at Ryan Herco Flow Solutions depends on meeting the physical requirements of the available position, if any. I understand that, in order to maintain a safe working environment for all employees and to safeguard the legitimate interests of Ryan Herco Flow Solutions, the Company reserves the right to request and obtain job-related physical examinations, as a condition of my employment or my continued employment.

I have read and understand all the above limitations on and conditions of my potential employment.

Applicant's Signature: _____ Date Signed: _____

This Authorization and Release must be signed for the application to be complete. This application is not intended to in any way constitute an express or implied contract or offer of employment.