



# EMPLOYMENT APPLICATION

Date of Application \_\_\_\_\_

Rodda Paint Location \_\_\_\_\_

How did you hear about this job?  Online \_\_\_\_\_

Other \_\_\_\_\_

Rodda Employee (name and relation to you) \_\_\_\_\_

Read and legibly complete entire application and sign to ensure proper processing. Rodda Paint Co. is an Equal Opportunity Employer dedicated to providing equal employment opportunities to all employees and applicants for employment. The Company prohibits discrimination and harassment of any type and makes its employment decisions without regard to race, color, ancestry, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, marital status, or any other characteristic or characteristic protected by federal, state or local laws.

Accommodation in the application process: If you believe you may need reasonable accommodation in the application process due to disability (to help to fill out this application form or during any phase of the application, interview, or selection process) please notify the person who gave you this form so the Company can make appropriate arrangements.

## APPLICANT INFORMATION

Legal Name \_\_\_\_\_  
First Middle Last

Current Address \_\_\_\_\_  
Street Apt./Unit No. City State Zip Code

Telephone No. with area code \_\_\_\_\_ E-Mail Address \_\_\_\_\_

## GENERAL INFORMATION

Position Applying For:  Sales Associate / Driver  Other \_\_\_\_\_

Employment Type:  Full-time  Part-time  Seasonal / Temporary

Have you previously worked at Rodda?  Yes  No If yes, when and what position? \_\_\_\_\_

Date you can start work \_\_\_\_\_ Desired Wage \_\_\_\_\_ Have you reached the age of 18?  Yes  No

Are you currently licensed to drive in the state where applying? (For positions requiring driving)  Yes  No

Are you authorized to work lawfully in the U.S. for Rodda Paint?  Yes  No

Will you now or in the future require sponsorship for employment visa status (e.g., H-1B visa status)? Note: If you are hired, you will be asked to provide proof of your work eligibility.  Yes  No

Do you have any commitments to another employer or interest/ownership in a business that could conflict with or affect working at Rodda Paint? If yes, please explain \_\_\_\_\_  Yes  No

I have reviewed the requirements for the job in which I am applying and understand that if hired for that position I will be required to perform the essential functions of the job. If hired I will be able to perform the essential functions of the position, with or without reasonable accommodation.  Yes  No

## SCHEDULING AND AVAILABILITY

Predictable and timely attendance is important at our Company.

Will you be able to report for and begin work when you are scheduled?  Yes  No

Are you available to work any of Rodda's posted business hours? (See location for hours of operation)  Yes  No

Are you available to work overtime?  Yes  No

## EDUCATION

High School \_\_\_\_\_ Did you graduate?  Yes  No  
Name City / State

University  College  Trade College  Business College  Graduate School  Post-Graduate  All other education

\_\_\_\_\_ Did you graduate?  Yes  No  
Name City / State Area of study / Degrees / Certificates earned

University  College  Trade College  Business College  Graduate School  Post-Graduate  All other education

\_\_\_\_\_ Did you graduate?  Yes  No  
Name City / State Area of study / Degrees / Certificates earned

## SKILLS AND QUALIFICATIONS

Summarize and special skills, qualifications, licenses, experience, etc. \_\_\_\_\_

**EMPLOYMENT HISTORY** Completion of this section is required even if a resume is submitted

**Current Employer** \_\_\_\_\_ Location \_\_\_\_\_ Type of Business \_\_\_\_\_

Job Position and Duties Performed \_\_\_\_\_

Dates of Employment From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for leaving \_\_\_\_\_

Immediate Supervisor Name and Telephone No. \_\_\_\_\_ May we contact?  Yes  No

**Previous Employer** \_\_\_\_\_ Location \_\_\_\_\_ Type of Business \_\_\_\_\_

Job Position and Duties Performed \_\_\_\_\_

Dates of Employment From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for leaving \_\_\_\_\_

Immediate Supervisor Name and Telephone No. \_\_\_\_\_ May we contact?  Yes  No

**Previous Employer** \_\_\_\_\_ Location \_\_\_\_\_ Type of Business \_\_\_\_\_

Job Position and Duties Performed \_\_\_\_\_

Dates of Employment From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for leaving \_\_\_\_\_

Immediate Supervisor Name and Telephone No. \_\_\_\_\_ May we contact?  Yes  No

**Previous Employer** \_\_\_\_\_ Location \_\_\_\_\_ Type of Business \_\_\_\_\_

Job Position and Duties Performed \_\_\_\_\_

Dates of Employment From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for leaving \_\_\_\_\_

Immediate Supervisor Name and Telephone No. \_\_\_\_\_ May we contact?  Yes  No

**REFERENCES** List 3 professional / business references who have known you for at least 1-year who you authorize Rodda to contact

Name, business, tel. or email \_\_\_\_\_

Name, business, tel. or email \_\_\_\_\_

Name, business, tel. or email \_\_\_\_\_

**IMPORTANT INFORMATION - PLEASE READ EACH STATEMENT CAREFULLY**

I understand that: (a) neither this employment application nor any other Company documents provided during the application process are not promises of employment; and (b) nothing contained in this employment application or the granting of an interview is intended to create a contract between Rodda Paint Co. and myself for either employment or the providing of any benefit. This application will remain on file for two-years.

I hereby certify that the information given by me on this application, during the interview process, or on any resume or other document submitted in connection to this application, is true and complete in all respects to the best of my knowledge. I agree that if the information is found to be false, misleading, or unsatisfactory in any respect (in the Company's judgment) that I will be disqualified from consideration for employment or subject to immediate dismissal if discovered at a later date.

I authorize the Company to inquire with any current or former employers, with the professional references listed in the application, or with any other individuals I may name concerning my work experience. I further authorize any current or former employers and professional contacted by Rodda Paint Co. to provide any relevant information regarding my current and/or previous employment.

I further understand that, upon offer of employment I will be required to successfully complete any applicable pre-employment screens, including a criminal background screen and (for those positions requiring driving) a driver abstract check.

Subject to any requirements or restrictions by state or local law, I understand and agree that, if hired, our employment relationship is 'at-will' in nature and is for no definite period of time, which means I can terminate my employment at any time, for any reason, with or without cause, and that the Company also can terminate my employment at any time, for any reason, with or without cause. This at-will employment relationship exists regardless of any other statements and/or policies to the contrary.

I also agree to conform to all existing and future Company rules and regulations. Further, I understand that the Rodda Paint Co. reserves the right to change wages, hours, and working conditions as deemed necessary given business realities and consistent with applicable law.

**My signature indicates I have read and understand the above statements**

**Applicant Name** (Print) \_\_\_\_\_ **Applicant Signature** \_\_\_\_\_ **Date** \_\_\_\_\_