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EMPLOYMENT APPLICATION

Daniel F. Young, Inc. is an Equal Opportunity employer and complies with all applicable Federal, State and local laws concerning discrimination in employment. No question in the Application is intended to seek information in violation of any such law, nor will any information obtained in response to any question be used in violation of any law.

Daniel F. Young, Inc. complies with the law regarding reasonable accommodations for disabled applicants. Applicants who require reasonable accommodations to participate in the interview process should contact the Employment Representative to arrange for such accommodation.

Please read this Application carefully and print your responses in ink or use a typewriter. You may submit a personal resume to accompany this Application; however, it is important for you to answer all questions and complete all sections of this Application.

BACKGROUND INFORMATION

Last Name	First	Middle	Date of Application
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If any of your educational or employment records are under any name(s) other than that shown above, please provide the name(s) under which these records may be located:	Business phone (only if we may contact you at work) ()
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Street Address	Home Phone ()
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City	State	Zip Code	Social Security Number
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Were you previously employed by Daniel F. Young, Inc. ? If "Yes", please give dates of employment and location(s):	<input type="checkbox"/> Yes <input type="checkbox"/> No	Have you reached your 18 th birthday? <input type="checkbox"/> Yes <input type="checkbox"/> No
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Have you previously applied for employment to Daniel F. Young, Inc. ? If "Yes", please give date(s) and location(s):	<input type="checkbox"/> Yes <input type="checkbox"/> No
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Are you a U.S. Citizen or otherwise currently authorized to work in the U.S.?	<input type="checkbox"/> Yes <input type="checkbox"/> No
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Have you ever been convicted of a crime, including felonies and misdemeanors (but excluding summary offenses such as speeding tickets), which has not been annulled, expunged, or sealed by a court? <input type="checkbox"/> Yes <input type="checkbox"/> No	If "Yes", please describe in full detail including date(s), location(s) and the nature of the offense(s)
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*A conviction record will not automatically result in your disqualification from employment: felony and misdemeanor convictions will be considered only to the extent they relate to the job for which you have applied. However, failure to disclose a conviction and/or mischaracterization of conviction automatically will result in your ineligibility for employment and/or termination of employment (even if the conviction would not have barred your employment had it been properly disclosed). *

Please identify any relatives or friends currently employed by Daniel F. Young, Inc. , indicating job title and place of employment:

Have you signed any agreement with any prior or current employer which includes any restrictions on your ability to complete and/or to contact or do business with customers, clients or employees and/or to use and/or disclose business, client or customer information? <input type="checkbox"/> Yes <input type="checkbox"/> No

If "Yes", please provide **Daniel F. Young, Inc.**, with a copy of the agreement.

JOB INTEREST

Position Applying for

How did you learn about this employment opportunity? (Check only one)
<input type="checkbox"/> Advertisement in _____ (name of publication) <input type="checkbox"/> State Employment Service
<input type="checkbox"/> Employment Agency _____ (name of agency) <input type="checkbox"/> From an employee of D.F. Young, Inc. (if so, please identify below)
<input type="checkbox"/> Other Source (Please describe) _____ <input type="checkbox"/> Name: _____

Have you worked with any employment recruiter, either directly or indirectly, within the previous twenty-four (24) months? <input type="checkbox"/> Yes <input type="checkbox"/> No
If "Yes", did the recruiter play any role, direct or indirect, in your deciding to apply to Daniel F. Young, Inc. ? <input type="checkbox"/> Yes <input type="checkbox"/> No

Employment status desired (Check all that apply) <input type="checkbox"/> Full Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary

Days and Hours Desired:	Are you currently employed? <input type="checkbox"/> Yes <input type="checkbox"/> No If so, Date available:
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Are you available for Overtime? <input type="checkbox"/> Yes <input type="checkbox"/> No	Salary/Wages Desired:
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**EDUCATION, TRAINING AND
PROFESSIONAL LICENSURE/REGISTRY/CERTIFICATION**

D.F. Young Inc., may verify with the sponsoring educational/training facility, all information disclosed in this section

School	Name and Location of School	Course of Study	No. of Years Completed	Did you Graduate?	Type of Diploma or Degree
High School				<input type="checkbox"/> Yes <input type="checkbox"/> No	
College or University				<input type="checkbox"/> Yes <input type="checkbox"/> No	
College or University				<input type="checkbox"/> Yes <input type="checkbox"/> No	
Graduate or Professional School				<input type="checkbox"/> Yes <input type="checkbox"/> No	
Trade or Business School				<input type="checkbox"/> Yes <input type="checkbox"/> No	

Training in Specialty Areas	Name and Address of Training Program

Do you hold professional licensure/registry/certification? Yes No If yes, please provide particulars:

Describe any other education, training, skills or certificates you possess which are relevant to the position for which you have applied:

List all the equipment and computer software applications with which you are proficient and which are relevant to the job for which you have applied:

Describe present and past memberships in professional organizations, including offices held (you may exclude any memberships which suggest or disclose your race, color, national origin, religion, disability or any other protected status):

List Published articles/research of a work related nature:

EMPLOYMENT RECORD

Starting with current or most recent, list all employers past and present. Include self-employment, summer and part-time jobs. If more space is required, please continue on a separate sheet. You may attach a resume, but you must complete this section of the Application as well. Daniel F. Young, Inc. may verify all information disclosed in this section.

1	Company Name of Current or Most Recent Employer		Base Pay (annual) Start \$ Last \$	Type of Business
	Street Address		Other Compensation (Shift Premium, Bonus) \$ _____ per	Employed <input type="checkbox"/> Yes <input type="checkbox"/> No
	City, State and Zip		Telephone: ()	May we Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Date Hired	Date Separated	Name and Title of Immediate Supervisor	
	Reason For Leaving			
	State Current/Last Job Title and Describe Your Work			
	Significant Job-Related Accomplishments		Describe How These Accomplishments Benefited Your Employer	
2	Company Name of Current or Most Recent Employer		Base Pay (annual) Start \$ Last \$	Type of Business
	Street Address		Other Compensation (Shift Premium, Bonus) \$ _____ per	Employed <input type="checkbox"/> Yes <input type="checkbox"/> No
	City, State and Zip		Telephone: ()	May we Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Date Hired	Date Separated	Name and Title of Immediate Supervisor	
	Reason For Leaving			
	State Current/Last Job Title and Describe Your Work			
	Significant Job-Related Accomplishments		Describe How These Accomplishments Benefited Your Employer	
3	Company Name of Current or Most Recent Employer		Base Pay (annual) Start \$ Last \$	Type of Business
	Street Address		Other Compensation (Shift Premium, Bonus) \$ _____ per	Employed <input type="checkbox"/> Yes <input type="checkbox"/> No
	City, State and Zip		Telephone: ()	May we Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Date Hired	Date Separated	Name and Title of Immediate Supervisor	
	Reason For Leaving			
	State Current/Last Job Title and Describe Your Work			
	Significant Job-Related Accomplishments		Describe How These Accomplishments Benefited Your Employer	

ADDITIONAL JOB RELATED EXPERIENCE

Describe any other experiences (e.g., volunteer work), qualifications, skills or abilities which you possess in addition to those you have outlined above and which you consider important to the successful performance of the job for which you are applying (you may exclude any experience which suggest or disclose your race, color, national origin, religion, disability or other protected status).

REFERENCES

List current and former co-workers, colleagues and/or professional acquaintances not related to you (other than those persons listed previously) who can provide first-hand knowledge of your qualifications and abilities. D.F. Young, Inc. may contact these references in connection with its consideration of your credentials.

Name	Relationship to you	Occupation and Title	Phone No. (Include area code)	Years Known
			()	
			()	
			()	

APPLICANT'S CERTIFICATION, AUTHORIZATION AND UNDERSTANDING PLEASE READ CAREFULLY AND IF YOU NEED CLARIFICATION, ASK QUESTIONS BEFORE SIGNING

I certify that the answers given by me to the foregoing questions and the statements made by me in this Application for Employment are correct and complete. I understand that, if I become employed, any material misrepresentation or omission of fact in this Application or in any resume or other materials submitted in connection with this Application for Employment shall be grounds for my discharge from employment.

I Authorize **Daniel F. Young, Inc.**, as part of its evaluation of my suitability for employment, to verify all education, training and professional licensure/certification/registry claimed by me and to secure from my previous employers and references information concerning my professional accomplishments, skills, work characteristics and ability. I further authorize **Daniel F. Young, Inc.** to secure from the appropriate sources information concerning criminal convictions and agree to execute the written authorizations necessary for **Daniel F. Young, Inc.** to obtain access to and copies of records pertaining to the above information. For these purposes, a photocopy of my signature, which appears below, shall serve in the same capacity as an original.

In compliance with the Federal Immigration Reform and Control Act, I certify that, if hired, I will prove, within three (3) business days from the date my employment begins, proof of my identity and eligibility for employment in the United States.

I understand that this Application for Employment is not a contract for employment and that, If I am employed, employment with **Daniel F. Young, Inc.** is "at will". This means that both **Daniel F. Young, Inc.** and I each retain the right to terminate my employment at any time for any or no reason with or without cause and with or without prior notice.

I further understand that, other than an Officer/Principal in Writing, no manager or representative of **Daniel F. Young, Inc.** has the Authority to enter into an agreement for employment for any specified period of time, to guarantee any particular position for any specified period of time or to make any binding promises with respect to compensation, promotional opportunities or any other terms or conditions of employment.

I further acknowledge and agree that, if an offer of employment is extended to me, I will not rely on any oral statements made by any manager or other representative of **Daniel F. Young, Inc.** with respect to any term or condition of employment in deciding whether to accept such offer of employment.

I also understand that, as a condition of employment, I will be required to sign certain standard agreements protecting **Daniel F. Young, Inc.'s** confidential/proprietary information, trade secrets and customer/client relationships.

Applicant's Signature	Date