



**PERSONAL INFORMATION (Continued)**

ARE YOU LEGALLY ELIGIBLE FOR EMPLOYMENT IN THIS COUNTRY? ' YES ' NO  
(PROOF OF U.S. CITIZENSHIP OR IMMIGRATION STATUS WILL BE REQUIRED UPON EMPLOYMENT)

ARE YOU OVER AGE 18? ' YES ' NO TYPE OF EMPLOYMENT DESIRED: ' FULL-TIME ' PART-TIME  
IF NO, DO YOU HAVE A WORK PERMIT? ' YES ' NO ' TEMPORARY  
' OTHER \_\_\_\_\_

DATE AVAILABLE FOR WORK: \_\_\_\_\_

ARE THERE ANY HOURS YOU ARE UNWILLING TO WORK? ' YES ' NO  
IF YES, WITHOUT GIVING THE REASONS, PLEASE LIST ANY DAYS AND/OR TIMES YOU ARE UNWILLING TO WORK:  
\_\_\_\_\_  
\_\_\_\_\_

ARE YOU WILLING TO WORK OVERTIME? ' YES ' NO  
IF NO, WITHOUT GIVING THE REASONS, PLEASE LIST ANY DAYS AND/OR TIMES YOU ARE UNWILLING TO WORK OVERTIME:  
\_\_\_\_\_  
\_\_\_\_\_

ARE YOU WILLING TO TRAVEL? ' YES ' NO DO YOU HAVE ANY TRAVEL RESTRICTIONS? ' YES ' NO  
IF YES, WITHOUT GIVING THE REASONS, PLEASE LIST ANY AND ALL TRAVEL RESTRICTIONS (FOR EXAMPLE: DAYS, TIMES, OR GEOGRAPHIC RESTRICTIONS):  
\_\_\_\_\_  
\_\_\_\_\_

HAVE YOU EVER BEEN CONVICTED OF A FELONY? ' YES ' NO  
(SUCH CONVICTION MAY BE RELEVANT IF JOB RELATED, BUT DOES NOT BAR YOU FROM EMPLOYMENT.)  
IF YES, PLEASE EXPLAIN: \_\_\_\_\_  
\_\_\_\_\_

**DRIVING AND OTHER RELATED LICENSE INFORMATION**

COMPLETE THIS SECTION ONLY IF YOU ARE APPLYING FOR A POSITION WHICH REQUIRES THE OPERATION OF A MOTOR VEHICLE OR THE APPLICATION OF PESTICIDES (THE COMPANY RECEIVES A HISTORY OF ALL NEWLY HIRED EMPLOYEE'S DRIVER'S AND PESTICIDE LICENSES).

DO YOU HAVE A CURRENT VALID DRIVER'S LIC.? ' YES ' NO STATE \_\_\_\_\_ NUMBER \_\_\_\_\_ EXP. DATE \_\_\_/\_\_\_/\_\_\_  
DO YOU HAVE A CURRENT CDL (COMMERCIAL DRIVER'S LICENSE)? ' YES ' NO IF YES, WHAT CLASS? ' A ' B ' C ' D  
PLEASE CHECK THE SPECIAL ENDORSEMENTS YOU HAVE: ' HAZARDOUS MATERIAL ' TANKER  
' AIR BRAKE ' OTHER \_\_\_\_\_

HAVE YOU HAD A MOVING VIOLATION WITHIN THE PAST FIVE (5) YEARS? ' YES ' NO  
IF YES, PLEASE EXPLAIN: \_\_\_\_\_  
\_\_\_\_\_

WERE YOU EVER CONVICTED OF RECKLESS DRIVING OR DRIVING UNDER THE INFLUENCE OF ALCOHOL? ' YES ' NO  
IF YES, PLEASE EXPLAIN: \_\_\_\_\_  
\_\_\_\_\_

CAN YOU, OR HAVE YOU EVER DRIVEN A STANDARD TRUCK? ' YES ' NO  
DO YOU HAVE ANY TRUCK DRIVING OR EQUIPMENT OPERATING EXPERIENCE? ' YES ' NO  
IF YES, PLEASE EXPLAIN: \_\_\_\_\_  
\_\_\_\_\_

DO YOU HAVE A CURRENT PESTICIDE APPLICATORS LICENSE? ' YES ' NO  
IF YES, GIVE DETAILS (STATE, CATEGORIES, ETC.): \_\_\_\_\_

HAVE YOU EVER BEEN LICENSED TO APPLY PESTICIDES? ' YES ' NO

# EDUCATIONAL BACKGROUND

HIGH SCHOOL

NAME _____	COURSES OF STUDY: _____
ADDRESS _____ _____	_____
LAST YEAR COMPLETED: ' 1 ' 2 ' 3 ' 4 DID YOU GRADUATE? ' YES ' NO	
WHAT SUBJECTS IN SCHOOL DID YOU DO BEST IN OR MOST ENJOY? _____ _____	

COLLEGE

NAME _____	COURSES OF STUDY: _____
ADDRESS _____ _____	_____
LAST YEAR COMPLETED: ' 1 ' 2 ' 3 ' 4 DID YOU GRADUATE? ' YES ' NO	
LIST DIPLOMA OR DEGREE _____	
WHAT COLLEGE CLASSES DID YOU DO BEST IN OR MOST ENJOY? _____ _____	

OTHER SCHOOLING

NAME _____	COURSES OF STUDY: _____
ADDRESS _____ _____	_____
LAST YEAR COMPLETED: ' 1 ' 2 ' 3 ' 4 DID YOU GRADUATE? ' YES ' NO	
LIST DIPLOMA OR DEGREE _____	
WHAT CLASSES DID YOU DO BEST IN OR MOST ENJOY? _____ _____	

DESCRIBE ANY SPECIALIZED TRAINING, APPRENTICESHIPS, SKILLS AND/OR ANY OTHER SUBJECTS OF SPECIAL STUDY:

\_\_\_\_\_  
\_\_\_\_\_

ARE YOU A VETERAN OF THE U.S. MILITARY SERVICE? ' YES ' NO

IF YES, WHAT BRANCH? \_\_\_\_\_ RANK? \_\_\_\_\_

**PRESENT AND PAST EMPLOYMENT**

LIST THREE (3) PAST EMPLOYERS STARTING WITH THE MOST RECENT ONE FIRST - EXPLAIN ANY GAPS IN EMPLOYMENT IN THE COMMENT SECTION BELOW.

1) COMPANY NAME \_\_\_\_\_ POSITION HELD \_\_\_\_\_  
ADDRESS \_\_\_\_\_ FROM \_\_\_\_\_ TO \_\_\_\_\_  
\_\_\_\_\_  
WEEKLY/HOURLY STARTING SALARY \_\_\_\_\_  
PHONE NUMBER \_\_\_\_\_ WEEKLY/HOURLY LEAVING SALARY \_\_\_\_\_  
TYPE OF BUSINESS \_\_\_\_\_ NAME OF SUPERVISOR \_\_\_\_\_  
BRIEFLY DESCRIBE THE WORK YOU PERFORMED \_\_\_\_\_  
\_\_\_\_\_  
REASON FOR LEAVING \_\_\_\_\_

2) COMPANY NAME \_\_\_\_\_ POSITION HELD \_\_\_\_\_  
ADDRESS \_\_\_\_\_ FROM \_\_\_\_\_ TO \_\_\_\_\_  
\_\_\_\_\_  
WEEKLY/HOURLY STARTING SALARY \_\_\_\_\_  
PHONE NUMBER \_\_\_\_\_ WEEKLY/HOURLY LEAVING SALARY \_\_\_\_\_  
TYPE OF BUSINESS \_\_\_\_\_ NAME OF SUPERVISOR \_\_\_\_\_  
BRIEFLY DESCRIBE THE WORK YOU PERFORMED \_\_\_\_\_  
\_\_\_\_\_  
REASON FOR LEAVING \_\_\_\_\_

3) COMPANY NAME \_\_\_\_\_ POSITION HELD \_\_\_\_\_  
ADDRESS \_\_\_\_\_ FROM \_\_\_\_\_ TO \_\_\_\_\_  
\_\_\_\_\_  
WEEKLY/HOURLY STARTING SALARY \_\_\_\_\_  
PHONE NUMBER \_\_\_\_\_ WEEKLY/HOURLY LEAVING SALARY \_\_\_\_\_  
TYPE OF BUSINESS \_\_\_\_\_ NAME OF SUPERVISOR \_\_\_\_\_  
BRIEFLY DESCRIBE THE WORK YOU PERFORMED \_\_\_\_\_  
\_\_\_\_\_  
REASON FOR LEAVING \_\_\_\_\_

**COMMENTS** (INCLUDING EXPLANATION OF ANY GAPS IN EMPLOYMENT): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

MAY WE CONTACT THE EMPLOYERS LISTED ABOVE? ' YES ' NO IF NO, PLEASE INDICATE WHICH ONE(S) YOU DO NOT WISH US TO CONTACT, AND STATE THE REASON(S) WHY: \_\_\_\_\_  
\_\_\_\_\_

SUMMARIZE ANY SPECIAL SKILLS AND QUALIFICATIONS ACQUIRED FROM EMPLOYMENT OR OTHER EXPERIENCE: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

WHEN WAS THE LAST TIME YOU MISSED A WEEK OF WORK/SCHOOL? \_\_\_\_\_  
HOW MUCH TIME HAVE YOU LOST FROM WORK/SCHOOL IN THE PAST TWO (2) YEARS? \_\_\_\_\_

**REFERENCES:** LIST THE NAME, PHONE NUMBER AND YEARS KNOWN OF THREE (3) REFERENCES, NOT RELATED TO YOU:  
1) \_\_\_\_\_  
2) \_\_\_\_\_  
3) \_\_\_\_\_

LIST PROFESSIONAL, TRADE, BUSINESS OR CIVIC ACTIVITIES (EXCLUDING GROUPS WHICH INDICATE RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, POLITICAL AFFILIATION, DISABILITY OR AGE): \_\_\_\_\_

# AGREEMENT

*(Please read carefully)*

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I certify that all of the information given by me on this application is true and correct, and I understand that if any false information, omissions or misrepresentations are discovered, it will be sufficient cause for my not being hired or my dismissal if I am hired.

I agree, understand and authorize the Employer to investigate all references above to secure additional information about me, if job related. I hereby release from liability the Employer and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information.

I agree and understand that prior to my being employed I will be required to submit to pre-employment drug testing. Any confirmed positive test results will lead to rejection of my being hired. I further understand and agree to further periodic and random testing and examinations as may be required by the Company and that any refusal to take such tests and examinations will subject me to termination.

In the event of my employment, any company materials entrusted me during the course of my employment will be returned to the Company on the last day of my employment, whether I resign or am terminated. I agree and understand that should I be employed I will not at any time or in any manner, either directly or indirectly, divulge, disclose or communicate to any person, firm or corporation in any manner whatsoever any confidential information concerning any matters affecting or relating to the business of the Employer. I further understand that I will be asked to sign a Confidentiality/Non-Compete Agreement as a condition of employment.

Additionally, in consideration of my employment, I agree to conform to the Company's rules and regulations and I agree that my employment and compensation can be terminated, with or without cause, and with or without notice, at any time, at either my or the Company's option. I also understand and agree that the terms and conditions of my employment may be changed, with or without cause, and with or without notice, at any time by the Company. I understand that no company representative, other than its President, and then only when in writing and signed by the President, has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the foregoing.

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

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Signature of Applicant

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Date

# VOLUNTARY RESEARCH QUESTIONNAIRE

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DeAngelo Brothers, Inc. voluntarily complies with various laws and regulations which require us to file annual statistical reports on applicants for employment. Submission of this information by you is voluntary. Please be assured that you will not be subjected to any adverse treatment if you do not provide the information requested.

**Referral Source:** ' Newspaper  
' Magazine  
' Job Fair  
' College/School  
' Recruitment Poster  
' Job Center  
' DBI Website  
' Other \_\_\_\_\_

**Position for which you are applying** \_\_\_\_\_

## Applicants Identifying Their Sex and Race

**Sex Classification:** ' Male ' Female

**EEO Classification** ' White (Not of Hispanic Origin)  
' Black (Not of Hispanic Origin)  
' Hispanic  
' Asian or Pacific Islander  
' American Indian or Alaskan Native  
' Other \_\_\_\_\_

Date \_\_\_\_\_

# SKILLS QUICK CHECK

*This test is a MANDATORY part of the employment application, however it will NOT be used exclusively to determine employment qualifications.*

## Math Skills

THE FOLLOWING PROBLEMS MEASURE YOUR UNDERSTANDING OF BASIC MATH FUNCTIONS. YOU ARE TO PLACE A T IN FRONT OF THE APPROPRIATE RESPONSE. WHILE YOU WILL NOT BE TIMED, YOU SHOULD COMPLETE THIS SECTION WITHIN THREE (3) MINUTES.

- |                    |                                  |                        |                                  |
|--------------------|----------------------------------|------------------------|----------------------------------|
| 1. $348$<br>$+ 57$ | ' 305<br>' 395<br>' 405<br>' 415 | 6. $4 \times 15 =$     | ' 50<br>' 60<br>' 70<br>' 80     |
| 2. $43$<br>$- 15$  | ' 28<br>' 32<br>' 38<br>' 42     | 7. $495$<br>$236 \_ +$ | ' 731<br>' 741<br>' 751<br>' 761 |
| 3. $28 \div 4 =$   | ' 6<br>' 7<br>' 8<br>' 9         | 8. $41$<br>$- 19$      | ' 19<br>' 20<br>' 21<br>' 22     |
| 4. $3 \times 13 =$ | ' 29<br>' 33<br>' 26<br>' 39     | 9. $125 \div 5 =$      | ' 15<br>' 25<br>' 35<br>' 45     |
| 5. $585$<br>$+ 15$ | ' 500<br>' 590<br>' 600<br>' 610 | 10. $561$<br>$- 77$    | ' 411<br>' 474<br>' 484<br>' 486 |

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## Vocabulary and Spelling Skills

THE FOLLOWING QUESTIONS MEASURE YOUR UNDERSTANDING OF BASIC VOCABULARY AND SPELLING. YOU ARE TO PLACE A T IN FRONT OF THE APPROPRIATE RESPONSE. WHILE YOU WILL NOT BE TIMED, YOU SHOULD COMPLETE THIS SECTION WITHIN THREE (3) MINUTES.

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|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| 1. WHICH WORD BELOW IS SPELLED CORRECTLY?<br>' BUSINESS<br>' BISSNESS<br>' BUSINESS<br>' BIZNEZ                     | 6. WHICH WORD BELOW IS CLOSEST IN MEANING TO THE WORD SIGNIFICANT?<br>' NECESSARY ' CLEAR<br>' IMPECCABLE<br>' IMPORTANT |
| 2. WHICH WORD BELOW IS CLOSEST IN MEANING TO THE WORD ASSEMBLE?<br>' DISMANTLE ' STORAGE<br>' WAREHOUSE ' CONSTRUCT | 7. WHICH WORD BELOW IS SPELLED CORRECTLY?<br>' HOURLY ' HOURELY<br>' HOURLEY ' HOUERLY                                   |
| 3. WHICH WORD BELOW IS SPELLED CORRECTLY?<br>' GUARANTEE<br>' GUARANTE<br>' GARANTEE<br>' GAURANTEE                 | 8. WHICH WORD IS CLOSEST IN MEANING TO THE WORD OBJECTIVE?<br>' DISAPPROVE ' GOAL<br>' DIAGNOSE ' THING                  |
| 4. WHICH WORD BELOW IS CLOSEST IN MEANING TO THE WORD CONFIDENTIAL?<br>' ILLEGAL ' ACCESSIBLE<br>' PRIVATE ' QUIET  | 9. WHICH WORD BELOW IS SPELLED CORRECTLY?<br>' RETALE ' RITAIL<br>' RETAIL ' RITALE                                      |
| 5. WHICH WORD BELOW IS SPELLED CORRECTLY?<br>' PROFESSIONAL<br>' PROFFESIONAL<br>' PERFESIONAL<br>' PROFESSIONAL    | 10. WHICH WORD IS CLOSEST IN MEANING TO THE WORD ABSENCE?<br>' ACHE<br>' ULCER<br>' APPEARANCE<br>' VACANCY              |

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