

Building great projects and
lasting relationships



APPLICATION FOR EMPLOYMENT

Please print or type all information except signature.

Non-Discrimination Policy: Warwick Plumbing & Heating is committed to the principle of equal opportunity in employment. The company does not discriminate on the basis of sex, race, color, creed, national origin, age, religion, sexual orientation, gender identity, gender expression, veteran status, or disability in its employment.

GENERAL INFORMATION

Date _____

Position(s) Applied For (1) _____

(2) _____

Referral Source Newspaper Friend Employment Agency College/University Professional Journal
 Internet Search Relative Walk-In Other _____

Name

_____ Last

_____ First

_____ Middle

Address

_____ Number

_____ Street

_____ City

_____ State

_____ Zip

Home Telephone _____

Cell Phone _____

Email _____

Have you ever filed an application here before? Yes No

If yes, give date _____

Have you ever been employed here before? Yes No

If yes, give date _____

Are you currently employed? Yes No

If yes, may we contact your employer? Yes No

Are you a United States citizen? Yes No

If no, do you have a valid work permit? Yes No

(Proof of citizenship or immigration status may be required upon employment)

Employment desired: Full-Time Part-Time Temporary

When are you available for work? _____ Are you on a lay-off and subject to recall? Yes No

In the past five years, have you been convicted of an offense other than a minor traffic violation? Yes No

If yes, please explain:

Have you ever been convicted of a felony? Yes No

If yes, please explain:

EDUCATION

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION	# OF YEARS COMPLETED	MAJOR & DEGREE
High School				
College				
Graduate School				
Bus. Or Trade School				
Professional School				
Special Honors:				

COMPUTER SKILLS

Check off those computer skills with which you are proficient (any version).

- PC User
 Macintosh User
 Windows
 Microsoft Word
 Microsoft Access
 Microsoft Excel
 Microsoft Publisher
 Web Page Design/Maintenance
 Email
 Internet
 Other

DRIVER'S LICENSE

Do you have a driver's license? Yes No Expiration Date _____
Driver's License No. _____ State of Issue _____ Operator Commercial (CDL) Chauffeur
Have you had any accidents during the past three years? Yes No How many? _____
Have you had any moving violations during the past three years? Yes No How many? _____

MILITARY

Are you a veteran of the United States military service? Yes No If yes, what branch? _____
If yes, Date Entered _____ Date discharged _____
If yes, please describe any special skills or training acquired while in the service:

OTHER SPECIAL SKILLS

Please list other special skills you may have, e.g., fluency in other languages, licenses, certifications, special training required for the position for which you are applying, etc.

WORK EXPERIENCE

Please list your work experience beginning with your **most recent** job. If you were self-employed, give firm name. Attach additional sheets if necessary. Exclude organization names which indicate race, color, creed, national origin, age, religion, sexual orientation, gender identity, gender expression, veteran status, or disability.

Most recent employer		Dates Employed		Work Performed
		From:		
Phone		To:		
Address		Supervisor		
Job Title		Reason For Leaving		

Employer		Dates Employed		Work Performed
		From:		
Phone		To:		
Address		Supervisor		
Job Title		Reason For Leaving		

Employer		Dates Employed		Work Performed
		From:		
Phone		To:		
Address		Supervisor		
Job Title		Reason For Leaving		

Employer		Dates Employed		Work Performed
		From:		
Phone		To:		
Address		Supervisor		
Job Title		Reason For Leaving		

REFERENCES

Please list two references other than relatives or previous employers

Name _____	Name _____
Position _____	Position _____
Company _____	Company _____
Address _____	Address _____
Telephone _____	Telephone _____

WAIVERS AND DISCLOSURES

Please read each section carefully and sign where indicated.

AT-WILL EMPLOYMENT

It is my understanding that this employment application, or the granting of an oral interview, does not represent a contract of employment or a promise of future benefits by this organization. I understand and agree that, if hired, my employment will be at-will in nature and may be terminated, with or without cause, at any time, by either myself or my employer. I also understand that this written statement supersedes any and all oral representatives made by agents or representatives of this organization.

CERTIFICATION OF TRUTH AND ACCURACY

I certify that the information in this application is true, complete and correct. I understand that false answers, statements, or significant omissions made by me on this form shall be sufficient cause for denial of employment or discharge.

AGREEMENT

On entering the employ of Warwick Plumbing and Heating, I agree to observe all the rules of my employer and governmental regulations which may apply to my duties. I understand that any continuation of my employment shall depend upon satisfactory replies on any background check and from my references, acceptance by the bonding company and performance satisfactory at all times to my employer. I understand and agree that my employment is for no definite period of time and may, regardless of the date of payment of my wages and salary, be terminated, with or without cause or notice, and without liability for doing so at any time. I understand that no representative of Warwick Plumbing and Heating, other than the President of the Company, has authority to enter into any agreement for employment for any specified period of time or make any agreement contrary to the foregoing, and that any such agreement, to be enforceable, must be in writing and signed by the President of the Company.

I hereby acknowledge that Warwick Plumbing & Heating or its agents may wish to conduct a complete investigation of my background and suitability to provide services to Warwick Plumbing & Heating. I hereby consent to and authorize the release to Warwick Plumbing & Heating or its agent of any and all information in the possession of any police department or other law enforcement agency, department of motor vehicles, any other state or federal agency, any personnel representing any school which I have attended, any past or present employer, any bank or other financial institution, or any credit bureau or other credit reporting agency.

My signature appearing hereon should be accepted by any of the above described person or entities as my request to disclose information in their possession to Warwick Plumbing & Heating or its agents. I hereby release from any and all liability Warwick Plumbing & Heating and its agents including any persons or entities described above which either gathers or releases information pursuant to this consent and authorization.

I further consent to any testing as may be required by Warwick Plumbing & Heating including but not limited to drug and/or alcohol testing.

Please Sign Here:

Date:

This application will be considered active for a maximum of ninety (90) calendar days. If you wish to be considered for employment after that time, you must re-apply. For inquiries regarding the Company's nondiscrimination policies, contact Human Resources Director, Warwick Plumbing & Heating, 11048 Warwick Blvd., Newport News, Virginia 23601

**Thank you for applying to Warwick Plumbing & Heating
APPLICANT DATA RECORD**

Non-Discrimination Policy: Warwick Plumbing & Heating Corporation is an equal opportunity employer and does not discriminate on the basis of race, color, religion, age, sex, national origin, marital status, gender identity, gender expression, veteran's status or non-disqualifying disability.

Affirmative Action Survey	Check One	Check One	Check any that apply
Government agencies require periodic reports on the sex, ethnicity, disability, and veteran status of applicants. Submission of information about a disability is voluntary. This data is for analysis and affirmative action only.	<input type="checkbox"/> Male <input type="checkbox"/> Female	<input type="checkbox"/> White <input type="checkbox"/> Black <input type="checkbox"/> Hispanic <input type="checkbox"/> American Indian/Alaskan Native <input type="checkbox"/> Asian/Pacific Islander	<input type="checkbox"/> Disabled <input type="checkbox"/> Vietnam Era Veteran <input type="checkbox"/> Disabled Veteran

Special Employment Notice to disabled veterans, Vietnam Era veterans, and individuals with a physical or mental disability.

Government contractors are subject to Section 402 of the Vietnam Era Veterans Readjustment Act of 1974 which requires that they take affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam Era, and Section 503 of the Rehabilitation Act of 1973, as amended, which requires government contractors to take affirmative action to employ and advance in employment qualified disabled individuals.

If you are a disabled veteran, or have a physical or mental disability, you are invited to volunteer this information. The purpose is to provide information regarding proper placement and appropriate accommodation to enable you to perform the job in a proper and safe manner. This information will be treated as confidential. Failure to provide this information will not jeopardize or adversely affect any consideration you may receive for employment.

If you wish to be identified, please sign below:

- Disabled Individual
 Disabled Veteran
 Vietnam Era Veteran

Signature: _____

Date: _____