

NIGHTINGALE SERVICES, INC.

APPLICATION FOR EMPLOYMENT

Prospective employees will receive consideration without discrimination because of race, creed, color, gender, sexual orientation, age, national origin, disability, marital, or veteran status.

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|----------|--|--|--|-------|--------|--|
| PERSONAL | Last Name | | | First | Middle | Date |
| | Street Address | | | | | Home Telephone |
| | City, State, Zip | | | | | Business Telephone |
| | Have you ever applied for employment with us? | | | | | Social Security Number |
| | Are you currently on "lay-off" status and subject to recall? | | | | | Pay Expected |
| | Position Desired | | | | | Will you work overtime if asked? |
| | Apart from absence for religious observance, are you available for full-time work? y yes y no If not, what hours can you work? _____ | | | | | y yes y no |
| LEGAL | Are you legally eligible for employment in the United States? (proof of citizenship or immigration status will be required upon employment) _____ | | | | | When will you be available to begin work? _____ Are you currently employed? _____ |
| | Other special training or skills (languages, machine operation, etc.) | | | | | |

| EDUCATION | SCHOOL | NAME AND LOCATION | COURSE OF STUDY | NO. OF YEARS COMPLETED | DID YOU GRADUATE? date | DEGREE OR DIPLOMA |
|-----------|-------------------------|-------------------|-----------------|------------------------|---------------------------|-------------------|
| | Graduate | | | | | |
| | College | | | | | |
| | Business/ Trade/Tech | | | | | |
| | High School | | | | | |
| | Elementary | | | | | |

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| MEMBERSHIP IN PROFESSIONAL OR CIVIC ORGANIZATIONS (Exclude that which may disclose your race, color, sex, religion or national origin) |
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| |

EMPLOYMENT

Please give accurate, complete full-time and part-time employment record, starting with most recent employer.

| | |
|--|---|
| Company Name | Telephone |
| Address | Employed: (state month and year) From To |
| Name of Supervisor | Weekly pay Start Last |
| State Job Title and Describe Your Work | Reason for Leaving |

| | |
|--|---|
| Company Name | Telephone |
| Address | Employed: (state month and year) From To |
| Name of Supervisor | Weekly pay Start Last |
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| Address | Employed: (state month and year) From To |
| Name of Supervisor | Weekly pay Start Last |
| State Job Title and Describe Your Work | Reason for Leaving |

We may contact the employers listed above unless you indicate those you do not want us to contact.

DO NOT CONTACT

Employer Number(s) _____ Reason: _____

| | | | |
|---|----------------------|--------|----------------------------|
| MILITARY | Did you serve in the | | If "Yes," in which Branch? |
| | U.S. Armed Forces? | Yes No | _____ |
| Describe any training received relevant to the position for which you are applying: _____ | | | |

PLEASE ANSWER THE FOLLOWING QUESTIONS:

The information requested is needed for a legally permissible reason, including, without limitation, national security considerations, a legitimate occupational qualification, a State or Federal regulation, or a business necessity. The Civil Rights Act of 1964 prohibits discrimination in employment because of race, color, religion, sex or national origin. Federal law also prohibits discrimination based on age, citizenship and disability. The laws of most States also prohibit some or all of the above types of discrimination as well as some additional types such as discrimination based upon ancestry, marital status and sexual preference.

| | | | |
|---|--|---|---|
| √ | Have you ever been bonded? Yes No | √ | Are you over 18 years of age? Yes No If not, employment is subject to verification of age. |
| √ | Have you been convicted of a crime in the past ten years, excluding misdemeanors and summary offenses, which has not been annulled, expunged or sealed by a court? Yes No If yes, describe in full: | | |
| √ | <p>DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.</p> <p>Are you capable of performing in a reasonable manner; with or without a reasonable accommodation, the activities involved in the job or occupation for which you have applied? A review of the activities involved in such a job or occupation has been given.</p> <p align="center">_____YES _____NO</p> | | |
| √ | State names of relatives and friends working for us: | | |
| √ | I certify that answers given herein are true and complete. | | |
| √ | I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. | | |
| √ | This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at this time. | | |
| √ | I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization. | | |
| √ | I understand that it is the policy of Nightingale Services to expect that every temporary employee will call for further work assignments after completing a temporary assignment. I agree that it is my responsibility, should I be hired as a temporary employee, to call for further assignments after completing a temporary assignment. Failure to report for further assignments may adversely affect any unemployment benefits. | | |

Signature _____ Date _____