



LYKES BROS. INC.

### APPLICATION FOR AT- WILL EMPLOYMENT

This application is not an employment contract, but merely is intended to provide information necessary to evaluate suitability for employment. It is the policy of the company to provide equal employment to all qualified persons without discrimination on the basis of sex, race, color, religion, age, marital status, national origin, disability (physical or mental), genetic information, sexual orientation, gender identity or expression, familial status, veteran status, citizenship status or any other status protected under state, federal or local law.

If a job offer is made, start of work or continued employment (if applicant has begun work) is contingent upon the successful completion of a drug test and a background check with includes a social security number check. In addition, some positions may require pre-employment testing (physical or applied), to determine the suitability of the applicant for the job's essential functions. This application will remain active for 60 days.

### Applicant Information

Name: \_\_\_\_\_  
Last First M.I.

Address: \_\_\_\_\_  
Street Address Apartment/Unit/Suite #

City State ZIP Code

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Date Available: \_\_\_\_\_ Desired Salary: \$ \_\_\_\_\_ Full-Time Part-Time

Position(s) Applying For: \_\_\_\_\_

Answer all of the following questions: YES NO

Are you at least 18 years of age and legally eligible to work in the United States? .....

Have you ever filed an application with us before?.....

If yes, when? \_\_\_\_\_

Have you ever been employed with us before?.....

If yes, provide dates of employment and reason for leaving? \_\_\_\_\_

Do you have any relatives working for Lykes Bros. Inc.?.....

If yes, name and relationship? \_\_\_\_\_

This job may require shift work, overtime and/or work on Saturdays and Sundays. Will you be able to work outside of the regular scheduled shift as needed?.....

If no, please explain? \_\_\_\_\_

Can you travel if the job requires it?.....

Do you understand the essential job functions and requirements as described on the job description?.....

Are you currently bound by a non-competition or trade secret agreement?.....

If yes, please explain? \_\_\_\_\_

Have you ever been discharged or asked to resign from a job .....

If yes, please explain? \_\_\_\_\_

CRIMINAL INFORMATION: Have you ever been convicted or entered a plea of no contest for any crime (except for minor traffic violations) or do you have a criminal charge pending against you?.....

If yes, list all of them and provide dates and explain? \_\_\_\_\_

PLEASE NOTE: A criminal conviction will not be an automatic bar to employment. Factors such as the type and seriousness of the crime, the frequency of the violations, the amount of time that has elapsed since the crime was committed, your entire work and education history, the nature of the job sought, and any other related factors will be taken into consideration.

Are you a veteran of any branch of the United States Military?.....

Note: If yes, members of the military may be eligible for the Veterans' preference consideration.

**Education**

High School: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate? YES  NO  Diploma: \_\_\_\_\_

College: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate? YES  NO  Degree: \_\_\_\_\_

Graduate/  
Other: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate? YES  NO  Degree: \_\_\_\_\_

**References**

*Please list three professional references.*

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

**Special Skills/Training**

*Describe any specialized training, apprenticeships, certifications or skills.*

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Motor Vehicles**

Do you have a FL driver's license? Yes No

Have you been convicted of or pled guilty to any traffic-related offense other than parking ticket(s) within the past five (5) years? Yes No

If yes, list offense(s) and date(s) of offense(s): \_\_\_\_\_

\_\_\_\_\_

Have you had your driver's license suspended or revoked, or had your driving privileges modified by a court of law? Yes No

If yes, explain and provide date(s): \_\_\_\_\_

\_\_\_\_\_

## Previous Employment

Employer: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Starting Salary:\$ \_\_\_\_\_ Ending Salary:\$ \_\_\_\_\_

Responsibilities/  
Work Performed: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

Employer: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Starting Salary:\$ \_\_\_\_\_ Ending Salary:\$ \_\_\_\_\_

Responsibilities/  
Work Performed: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

Employer: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Starting Salary:\$ \_\_\_\_\_ Ending Salary:\$ \_\_\_\_\_

Responsibilities/  
Work Performed: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

## Applicant's Certification Agreement

*I certify that the facts and information set forth in this application are true and complete to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of facts on this application (or on any required documents) will be cause for denial of employment or immediate termination of employment, regardless of when or how discovered.*

*I authorize investigation of all statements contained in this application and release from all liability any persons or employers supplying such information, and I also release the company from all liability that might result from making the investigation.*

*If I am offered and accept the position, I agree to conform to all existing and future company rules and regulations and I understand that the company reserves the right to change wages, hours, and working conditions as deemed necessary. I understand that, if hired, my employment will be at-will, meaning that either party can end the employment relationship at any time.*

*I understand that any employment offer is contingent upon providing, within three (3) working days of employment, valid proof of identity and eligibility to work in order to comply with the Immigration Reform and Control Act of 1986.*

*I understand that although management attempts to accommodate individual circumstances including religious observance requests, the needs of the business may preclude approval of accommodation requests.*

*If Veterans preference consideration is requested, it is not a guarantee of employment. All established Veterans preference criteria must be met and the applicant must possess the education, skills, and abilities required of the position.*

*This application for employment shall be considered active for a period of time not to exceed 60 days from date of application. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.*

*I have read and reviewed the information provided, or if I am unable to read and/or write have been assisted in completing this application and the above statements. By signing this application for employment, I certify that I understand all parts of it and have answered all questions completely and fully.*

*Note: If this application was completed by someone other than the applicant, please indicate the name(s) and relationship(s) of person(s) assisting below.*

Applicant Signature: \_\_\_\_\_

Date: \_\_\_\_\_