

Have you submitted an Application for Employment here before? Yes No

If yes, provide the date(s) and position(s) for which you applied: _____

Have you ever been employed here before? Yes No

If yes, please provide your dates of employment: _____ to _____

Have you ever pled “guilty” or “no contest” to or been convicted of a crime? Yes No

**Please note that answering “Yes” to the above question will not necessarily preclude you from consideration for employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.*

Employment History:					
Company name of last or present employer:			Address:		
			Phone number:		
Date started:	Date left:	Pay rate:	Supervisor:	Position:	
Why did you leave?					
Previous employer:			Address:		
			Phone number:		
Date started:	Date left:	Pay rate:	Supervisor:	Position:	
Why did you leave?					
Previous employer:			Address:		
			Phone number:		
Date started:	Date left:	Pay rate:	Supervisor:	Position:	
Why did you leave?					

Education:					
Name of School	Location	Major/Course of Study	Attendance From/To	Did you graduate? Y/N	Type of Degree

Personal References:			
Name (no former employees or relatives please)	Address	Occupation	Phone Number

Applicant Acknowledgement:

THE FOLLOWING PARAGRAPHS CONTAIN IMPORTANT NOTICES EXPLAINING YOUR LEGAL RIGHTS DURING THIS APPLICATION PROCESS AND DURING YOUR EMPLOYMENT, IF HIRED READ EACH PARAGRAPH COMPLETELY AND CAREFULLY

I certify that the information contained in this application is correct to the best of my knowledge. I understand that to falsify information is grounds for refusing to hire me or for discharge should I be hired. I understand that if any information provided by me that is found to be false, incomplete or misrepresented in any respect will be sufficient cause to (i) eliminate me from further consideration for employment, or (ii) may result in my immediate discharge from the Company's service upon discovery.

I understand that the Company does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state or federal law.

I understand that this application remains current for only 30 days. At the conclusion of that time, if I have not heard from the Company and still wish to be considered for employment, it will be necessary for me to reapply and complete a new application.

If I am hired, I understand that I am free to resign at any time, with or without cause and with or without prior notice, and the Company reserves the same right to terminate my employment at any time, with or without cause and with or without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or representative of the Company is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by the Company's president.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

I expressly authorize, without reservation, the Company to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding the Company, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

Knowing and Voluntary Litigation Agreement and Waiver.

A. Claims Brought Under Michigan Law.

In consideration of the Company's review of my application, I agree that any claim or lawsuit of any nature which arises out of my employment with the Company, or my application for employment with the Company, must be filed no more than 180 days after the date of event complained of, unless the applicable statute of limitations period is shorter than 180 days in which case I will continue to be bound

by that shorter limitations period. While I understand that the statute of limitations for claims arising out of an employment action may be longer than 180 days, **I WAIVE ANY STATUTE OF LIMITATIONS TO THE CONTRARY**, unless state law prohibits such waiver. I further agree that if I should bring any non-statutory action or claim arising out of my employment or potential employment against the Company, in which the Company prevails, I will pay the Company any and all such costs incurred by the Company in defense of said claims or actions, including actual attorneys fees.

B. Claims Brought Under Title VII of the Civil Rights Act of 1964.

In consideration of the Company's review of my application, I agree that any Title VII claim or lawsuit which arises out of my employment with the Company, or my application for employment with the Company, must be filed no more than 185 days after the date of filing a proper and timely charge with the EEOC. While I understand that the statute of limitations for claims arising out of an employment action may be longer than 185 days, **I WAIVE ANY STATUTE OF LIMITATIONS TO THE CONTRARY**, unless Federal law prohibits such waiver or prohibits such a reduction in the statute of limitations. I further agree that if I should bring any non-statutory action or claim arising out of my employment or potential employment against the Company, in which the Company prevails, I will pay the Company any and all such costs incurred by the Company in defense of said claims or actions, including actual attorneys' fees.

**DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE
APPLICANT ACKNOWLEDGEMENT**

I certify that I have read, fully understand and accept all terms of the foregoing Applicant Acknowledgement.

Signature of Applicant

Date