

Employment History

List your last three employers, assignments or volunteer activities, starting with the most recent, including military experience.

1.	Employer	Job Title / Wage	Supervisor	Dates of Employ	Reason for Leaving
Name	Address	Title _____		From	
		Start Wage		To	
Phone		Final Wage			

May we contact this employer for a reference? Yes _____ No _____ If not, please explain _____

2.	Employer	Job Title / Wage	Supervisor	Dates of Employ	Reason for Leaving
Name	Address	Title _____		From	
		Start Wage		To	
Phone		Final Wage			

May we contact this employer for a reference? Yes _____ No _____ If not, please explain _____

3.	Employer	Job Title / Wage	Supervisor	Dates of Employ	Reason for Leaving
Name	Address	Title _____		From	
		Start Wage		To	
Phone		Final Wage			

May we contact this employer for a reference? Yes _____ No _____ If not, please explain _____

Please complete this section if the job for which you are applying might require you to drive Company vehicles.

Do you have a valid driver's license? Yes _____ No _____

Driver's license number and state: _____

Have you had any accidents in the last five years? Yes _____ No _____ If "Yes", please give details: _____

Have you been cited for any moving violations in the last five years? Yes _____ No _____

Has your driver's license ever been suspended, revoked, denied or cancelled? Yes _____ No _____ If "Yes", please explain: _____

DISCLOSURE AND AUTHORIZATION FOR RELEASE OF INFORMATION

As part of our hiring background and investigation, we may obtain consumer reports to prepare an investigative consumer report. The investigative consumer report may consist of contacting all listed prior employers to verify your employment history. It may also include, but not limited to, credit information reports, criminal history reports and driving history records. Under the provisions of the Fair Credit Reporting Act (15USC at 1681-1681u) as amended, before we can seek such reports, we must have your written permission to obtain the information. You have the right, upon written request, to complete an accurate disclose of the nature and scope of the investigation. You are also entitled to a copy of your Consumer Rights under the Fair Credit Reporting Act.

AUTHORIZATION AND RELEASE TO OBTAIN INFORMATION

Under the provisions of the Fair Credit Reporting Act, 15 USC, Section 1681 et seq., the Americans with Disabilities Act and all applicable federal, state, and local laws, I hereby authorize and permit Town & Country Co-Op Inc. to obtain a consumer report and/or an investigative consumer report which may include the following:

1. My employment records;
2. Records concerning any driving, criminal history, credit history, civil record, workers' compensation (post-offer only) and drug testing;
3. (For truck drivers only) In accordance with the Department of Transportation Motor Carrier Safety Regulations, Section 382-413, information concerning alcohol and controlled substance for the past 2 years;
4. Verification of my academic and/or professional credentials, and information and/or copies of documents from any military service records.

I understand that an "investigative consumer report" may include information as to my character, general reputation, personal characteristics, and mode of living which may be obtained by interviews with individuals with whom I am acquainted or who may have knowledge concerning any such items of information.

I agree that a copy of this authorization has the same effect as an original.

I hereby release and hold harmless any person, firm, or entity that discloses matters in accordance with this authorization, as well as Town & Country Co-Op Inc. from liability that might otherwise result from the request for use of and/or disclosure of any or all of the foregoing information.

I understand and acknowledge that under provision of the Fair Credit Reporting Act I may request a copy of any consumer report from the consumer reporting agency that compiled the report, after I have provided proper identification.

I hereby authorize Town & Country Co-Op Inc. to obtain and prepare an investigative consumer report as set forth above, as part of its investigation of my employment application.

Full Name

_____ (please print clearly)

_____ Signature

_____ Date

References:

List the name and telephone numbers of three business/work references to whom you are **not** related.

Name and Address	Telephone	Years Known

List any professional, trade, business or civil associations and any office held. (Exclude memberships which would reveal sex, race, religion, national origin, age, color, disability or other protected status.)

Organization	Offices Held

List any additional information you would like us to consider. _____

PLEASE READ THE FOLLOWING PARAGRAPHS CAREFULLY

By signing below, I certify that I have read, understand and agree to each of the following statements:

All of the information I have supplied on this application is true, accurate and complete, to the best of my knowledge, and I have not knowingly withheld any information which, if known to Town & Country would affect my application unfavorably.

If I am hired by Town & Country, and if Town & Country discovers at any time during my employment that any of the statements or answers on this application are false, misleading, or incomplete, I may be dismissed immediately from my job.

This employment application will be considered active for ninety (90) days from the date below. If I want to be reconsidered for a job with Town & Country after this period of time, I must fill out another application.

I agree to submit to a medical examination which may include testing for drugs or alcohol prior to beginning work with Town & Country. I understand that if I am employed by Town & Country, I may be required, when job related and consistent with Town & Country's business needs, to undergo a medical examination or testing for alcohol. I further understand that I may be required to submit to a test for the use of illegal drugs at any time.

In consideration of my employment with Town & Country, I agree to abide by all Town & Country rules and regulations.

I understand that nothing in this employment application creates a contract of employment between me and Town & Country. If I am hired by Town & Country, my employment and compensation are "at will", which means that my employment can be terminated, either by Town & Country or me, with or without cause, and with or without notice. I understand that no manager or supervisor has the authority to make any employment agreement with me, either orally or in writing, that is **not** an at will agreement.

In the event of my personal indebtedness to Town & Country, I authorize Town & Country to withhold from my wages such amounts as permitted by law to satisfy my obligation to Town & Country.

I give Town & Country my permission to conduct any investigation regarding the information contained in my employment application, which Town & Country thinks is necessary to determine my qualifications for assuming a job with Town & Country. I give Town & Country my permission to contact any former employer, school, college or university, utility company, credit or finance bureau or office, any personal or professional reference, or any other appropriate source or individual for the propose of gathering any information, personal or otherwise, that such sources may have about my character, general reputation, credit, education, or employment record, and I give my consent to any such source to release to Town & Country whatever information they have about me. I also unconditionally release all named and unnamed sources from any and all liability which might result from furnishing any information about me.

Signature of Applicant: _____ Date: _____