



EMPLOYMENT APPLICATION

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of Paige Mechanical Group, Inc. ("PMG" or the "Company") to provide employment opportunities without regard to race, color, national origin, citizenship, religion, creed, age, sex, gender, physical or mental disability, and any other protected status under applicable law.

Important Instructions In Order to Complete this Employment Application:

- § Please fill in below your answer or response to each area of this Employment Application, unless otherwise indicated by the instructions for an area.
- § All answers or responses must be printed or typed.
- § If you provide answers or responses that are incomplete or illegible, the Company may choose not to consider your application for employment.

PERSONAL

Last Name			First			Initial			Social Security #		
Other Name(s) Used						Home Telephone # ()					
Address						Business or Message # ()					
If hired, can you provide valid documentation that you are legally authorized to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No						If hired, can you provide valid documentation that you are at least 18 years old? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Have you ever interviewed with PMG or its affiliates before? <input type="checkbox"/> Yes <input type="checkbox"/> No						If yes, list date(s), job title(s) & location(s):					
Have you ever been employed by PMG or its affiliates before? <input type="checkbox"/> Yes <input type="checkbox"/> No						If yes, list date(s), job title(s) & location(s):					
Do you have any relatives employed by PMG or its affiliates? <input type="checkbox"/> Yes <input type="checkbox"/> No						If yes, list date(s), job title(s) & location(s):					

POSITION

Position Applied For:	Referred By:	Amount of Pay / Salary Desired:
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EDUCATION

Circle Highest Grade Completed: High School 9 10 11 12
 College, Trade or Business 1 2 3 4
 (Specify) Graduate Studies _____

School	Address	Major Studies	Degree, Diploma, License or Certificate
High School			
College/University			
Vocational, Business,			

List Any Professional Designations:

Other Special Knowledge, Skills or Qualifications:

For Clerical Applicants Only:

Do you type? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, WPM:
Computer Skills (Hardware/Software):	

EMPLOYMENT HISTORY

Starting with your current or most recent employer, list in consecutive order **all of your employment** during the past 10 years. Include all full-time, part-time, summer, and temporary employment. Leave **no gaps** longer than one-month (other than periods of unemployment). All information **must** be completed. Use separate sheets of paper if necessary to provide information.

Employed From / /	Employer Name	Supervisor Name	Starting Salary
Employed Until / /	Employer Address	Supervisor Phone #	Ending Salary
Job Title:		Reason for Leaving:	
Duties & Responsibilities:			

Employed From / /	Employer Name	Supervisor Name	Starting Salary
Employed Until / /	Employer Address	Supervisor Phone #	Ending Salary
Job Title:		Reason for Leaving:	
Duties & Responsibilities:			

Employed From / /	Employer Name	Supervisor Name	Starting Salary
Employed Until / /	Employer Address	Supervisor Phone #	Ending Salary
Job Title		Reason for Leaving	
Duties & Responsibilities:			

Employed From / /	Employer Name	Supervisor Name	Starting Salary
Employed Until / /	Employer Address	Supervisor Phone #	Ending Salary
Job Title		Reason for Leaving	
Duties & Responsibilities:			

REFERENCES:

List 3 references below that have known you for at least 5 years. The Company reserves the right to contact any of the references provided.

First Name	Last Name	Address	Phone Number
Known Since / /	Relationship:		

First Name	Last Name	Address	Phone Number
Known Since / /	Relationship:		

First Name	Last Name	Address	Phone Number
Known Since / /	Relationship:		

GENERAL

Yes No

.. ..

Are you a party to any non-competition agreements or restrictive covenants, or subject to any court orders, which would limit or prohibit or restrict your employment with PMG?

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Are you a party to any confidentiality or proprietary inventions agreements with any prior employers?

.. ..

If hired, will you be able to work overtime (*i.e.*, more than 40 hours per work week)?

.. ..

Have you ever been convicted or sentenced for any felony or other serious or violent crime? (The existence of a criminal record does not constitute an automatic bar to employment.) If yes, please give particular information (date, place and nature of crime):

.. ..

Do you currently or have you used within the recent past any illegal drugs? If yes, please explain briefly: _____

CERTIFICATION, RELEASE & AUTHORIZATION

1. I HEREBY CERTIFY that all of my above answers, responses and information are true and complete, and that I have not knowingly withheld any facts, circumstances or other information, which would, if disclosed, affect my application for employment. I understand that any false or misleading statement or omission of information made on or attached to this Employment Application or made during the Company's pre-employment processes may result in my application being rejected. I further understand that, in the event of my employment by the Company, I shall be subject to dismissal if any information that I have given in this Employment Application or on any attachment hereto, or in any other document submitted to the Company regarding my application for employment, is discovered to be false or misleading, or if it is discovered that I have failed to give or omitted any information herein requested, regardless of the time elapsed after discovery of such events.
2. I HEREBY AUTHORIZE the Company and its representatives to inquire or conduct an investigation of my application for employment, including, but not limited to, my prior educational, professional, employment, and personal references.
3. I HEREBY AUTHORIZE the Company and its representatives to request, and I ALSO AUTHORIZE, RELEASE AND REQUEST any former employer of mine, any school I attended, and each person, firm, entity or corporation shown on my application, to provide at anytime any information which may be sought about me and my work habits, character or skill, general reputation, personal characteristics, and any other data required by the Company, whether in connection with my application for employment or for the purposes of complying with security, safety or insurance requirements or meeting other legitimate business reasons of the Company.
4. I HEREBY RELEASE the Company and its representatives, and each former employer of mine, any school I attended, each person, firm, entity or corporation shown on my application, and all of their current and former officers, directors, agents, servants, employees, members, predecessors, successors, attorneys, assigns and affiliates (collectively, the "Releasees") of and from any and all claims, liabilities, demands, causes of action, costs, expenses, attorneys' fees, damages and obligations of every kind and nature, in law, equity, or otherwise, known and unknown, suspected and unsuspected, disclosed and undisclosed, arising out of or in any way related to any information sought or disclosed about me as part of or pursuant to my application for employment or at the request of the Company (the "Released Claims"), and I shall hold harmless and defend Releasees from any Released Claims made or asserted on the basis that such information was sought or disclosed about me or that any employment decision was made on the basis of such information.
5. I HEREBY AFFIRM that nothing contained in this Employment Application, the granting of an interview, and/or any statement or representations that may be made during the pre-employment or interview process, or my subsequent employment with the Company is intended to create an employment contract between myself and the Company.

6. If hired, I HEREBY AFFIRM that I am allowed to enter into employment with, or provide services to the Company and that my duties as an employee will not breach any agreement I have with any former employer of mine or any other third party. I HEREBY FURTHER AFFIRM that I will not bring with me or disclose to the Company any confidential information that I learned as a result of any previous employment and which is not generally available to the public or has not been legally transferred to the Company, unless I am expressly authorized by the owner of such information to do so.

7. If hired, I HEREBY AFFIRM my understanding that I will be required to provide original documents that verify my identity and right to work in the United States under the Immigration Reform and Control Act (IRCA) of 1986. The document(s) provided will be used for completion of a Form I-9.

8. I HEREBY AFFIRM my understanding that any offer of employment may be conditioned on completion of the Company's pre-employment tests, including, but not limited to, any pre-employment drug screening, and completion of all Company documentation and other applicable pre-employment procedures. I will, upon request, complete such pre-employment tests or procedures and sign all necessary consents and forms.

9. **I HEREBY AFFIRM that, should I be given employment by the Company, such employment shall be on an "AT-WILL" basis for an indefinite period of time and such employment may be terminated at any time, for any reason, with or without cause or prior notice. I further understand that only the President of the Company or the President's authorized Vice President designee has the authority to enter into any agreement for employment for a specific term or duration or to make any agreement contrary to the nature of this "at-will" employment and that any such agreement must be in writing and signed by the President of the Company or such designee.**

I hereby acknowledge that I have read and agree to the above statements (1 through 9).

Signature

Date