

APPLICATION FOR EMPLOYMENT



FRIEDMAN'S HOME IMPROVEMENT

Our policy is not to discriminate in hiring employment on the basis of race, color, religious creed, national origin, sex, ancestry, age or handicap.

Please answer all questions carefully. The more we know about your interests, abilities and aspirations, the better we can train, supervise and assist you.

Thank you for your interest in Friedman's and for taking the time to complete our application.

An Equal Opportunity Employer

Date:	Position for which you are applying:	Salary desired:	Date you can start:
Hours desired: <input type="checkbox"/> Part-Time/Days	<input type="checkbox"/> Temporary <input type="checkbox"/> Weekends	<input type="checkbox"/> Full Time <input type="checkbox"/> Yes	Are you employed now? <input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever worked for this company before? <input type="checkbox"/> Yes <input type="checkbox"/> No	If so, may we contact your present employer? <input type="checkbox"/> Yes <input type="checkbox"/> No		
If yes, give name used when you worked, and when you were employed:			

Name: _____ Last First Middle	Social Security Number:
Present Address: _____ No. and Street City State Zip	Telephone:
Previous address if less than 2 yrs. at present address: _____ No. and Street City State Zip	How did you find out about our company? <input type="checkbox"/> Newspaper <input type="checkbox"/> Friend <input type="checkbox"/> Employee <input type="checkbox"/> EDD <input type="checkbox"/> Other Referral Agency (specify)
Are you related to anyone employed by us? <input type="checkbox"/> Yes <input type="checkbox"/> No	Name & position held, location:

EDUCATION AND TRAINING:

	Name and Location	No. of Years	Did you graduate?	Major	Degree
High School					
College					
College					

SALES EXPERIENCE

What sales experience have you had? Check all that apply:

- Retail
- Selling to retail trade
- House to house
- Selling to wholesale trade
- Selling to contractors
- Selling to industrial users

What warehouse equipment can you operate? Check all that apply:

- Warehouse forklift
- Pipe threader
- Stock picker
- Yard forklift
- Other _____
- Other _____

SPECIAL TRAINING

List any training you have had which may help you qualify for the position for which you are applying. Include trade, vocational, military, etc. Indicate type of training in the last 5 years (which is related to position applying for), where acquired and whether successfully completed.

LICENSES/CERTIFICATES

List any licenses or certificates you have which may help you qualify for the position for which you are applying. Include driver's license, computer certificates, professional registration, etc.

Title	State	Number	Date Issued	Date Expires
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LIST CURRENT OR MOST RECENT EMPLOYMENT FIRST, IN CHRONOLOGICAL ORDER

EMPLOYMENT	NAME AND ADDRESS OF EMPLOYER		
From		Position and duties	
To		Telephone	Last salary
Type of Business		Reason for leaving	
From		Position and duties	
To		Telephone	Last salary
Type of Business		Reason for leaving	
From		Position and duties	
To		Telephone	Last salary
Type of Business		Reason for leaving	
From		Position and duties	
To		Telephone	Last salary
Type of Business		Reason for leaving	
From		Position and duties	
To		Telephone	Last salary
Type of Business		Reason for leaving	

IF YOU HAVE HAD MORE THAN 5 EMPLOYERS, PLEASE LIST ON SEPARATE SHEET OF PAPER

AVAILABILITY

List hours available to work per week:

MONDAY		TUESDAY		WEDNESDAY		THURSDAY		FRIDAY		SATURDAY		SUNDAY	
<i>From</i>	<i>To</i>	<i>From</i>	<i>To</i>	<i>From</i>	<i>To</i>	<i>From</i>	<i>To</i>	<i>From</i>	<i>To</i>	<i>From</i>	<i>To</i>	<i>From</i>	<i>To</i>

1. Why did you choose our company to apply for a job?

2. Which of your jobs did you like the best? The least? Explain.

3. What qualifications do you have for a position with us?

4. Tell us something about your last job and why you left (or are leaving).

5. How would you react to an upset customer (even though he/she is incorrect)?

CHECK YES OR NO TO EACH OF THE FOLLOWING QUESTIONS (EXPLAIN IF NECESSARY)

Please print or type

YES NO

1. Are you over 18 years of age? (Most all positions require a minimum age of 18 – if no, a work permit will be required.)

2. Do you have a valid California Driver's License? (Positions of stock, yard, warehouse, outside sales, and management require a current license, and will require a DMV report which is processed by the Company.)

3. Can you provide after you are hired that you can legally work in the United States? (If hired, you will be required to submit proof of the legal right to work in the United States.)

4. Have you ever been discharged or forced to resign from any employment? (Do not list a company wide lay-off.) If Yes, give details: _____

5. Have you ever been convicted of a felony, or within the last two years, a misdemeanor that resulted in imprisonment? (A conviction will not necessarily disqualify you from employment. Do not include minor traffic violations.)
If yes: When? _____
Where? _____
Disposition of case: _____

Friedman's Home Improvement is proud to be in compliance and adhere to all the state guidelines of the drug/alcohol-free workplace act. Drug/alcohol testing will be in full compliance with the law. CALIFORNIA DRUG-FREE WORKPLACE ACT OF 1990, GOVERNMENT CODE SECTIONS 8350, ET SEQ. **Friedman's Home Improvement requires pre-employment drug testing as a condition of hire.**

Friedman's Home Improvement's policy is to fill every position without regard to race, color, religion, creed, sex, marital status, age, national origin, ancestry, physical or mental disability, medical condition, sexual orientation, or any other consideration made unlawful by federal, state or local laws. Friedman's Home Improvement is an equal opportunity employer and selects employees on the basis of ability, experience, training and character. Please contact the President of Friedman's Home Improvement if you have any questions or complaints regarding this policy.

I authorize investigation of all statements contained in this application. I understand that falsification, misrepresentation or omission of facts called for, will result in immediate dismissal or removal of my application for consideration. **I authorize Friedman's Home Improvement to secure background information about my experience with former employers, educational institutions, personal references, and agencies (COURT, DMV and CREDIT reports), if job related and for those parties to provide information concerning my experience, releasing all parties from any liability arising therefrom.**

If I am employed by Friedman's Home Improvement, I agree to conform to the rules and regulations of Friedman's Home Improvement. I also understand and agree that except for employment at-will status, my wages, hours and working conditions are subject to change by Friedman's Home Improvement. I understand my employment can be terminated at any time at the option of Friedman's Home Improvement or myself, with or without cause and with or without notice.

I understand that no one, other than the President of Friedman's Home Improvement, has the authority to make any agreement contrary to the foregoing and then only in writing.

My signature below certifies that I have read and understand the foregoing and, to the best of my knowledge and belief, that the information on this form is true and correct.

Signature of the Applicant: _____ Date: _____

Print Name: _____

Please note: Friedman's Home Improvement considers applications for only a 90-day period. If you wish to be considered after 90 days from the date of our application, please reapply.