

EMPLOYMENT APPLICATION

Please provide complete and legible information. An incomplete application may affect your consideration for employment. If necessary, attach a separate sheet for additional information.

Climate Pros, Inc. is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee on the basis of age, sex, sexual orientation, race, color, creed, religion, ethnicity, national origin, genetic information, alienage or citizenship, disability, marital status, military or veteran status, or any other legally recognized protected basis under federal, state or local laws, regulations or ordinances.

Applicants with disabilities may be entitled to reasonable accommodation under the terms of the Americans with Disabilities Act and certain state or local laws. A reasonable accommodation is a change in the way things are normally done, which will ensure an equal employment opportunity without imposing undue hardship on Newly Weds Foods. Please inform the company's Human Resources representative if you need assistance completing any forms or to otherwise participate in the application process.

APPLICATION INFORMATION

Full Name: _____			Date: _____		
<i>Last</i>		<i>First</i>		<i>M.I.</i>	
Address: _____					
<i>Street Address</i>				<i>Apartment/Unit #</i>	
<i>City</i>			<i>State</i>		<i>ZIP Code</i>
Phone: (____) _____			E-mail Address: _____		
Date Available: _____			Desired Salary: \$ _____		
Position Applied for: _____					
Are you a citizen of the United States?			YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?
			YES <input type="checkbox"/>	NO <input type="checkbox"/>	YES <input type="checkbox"/>
Have you ever worked for this company?			YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, when?
			YES <input type="checkbox"/>	NO <input type="checkbox"/>	

EDUCATION

High School: _____			Address: _____		
From: _____	To: _____	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree: _____
College: _____			Address: _____		
From: _____	To: _____	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree: _____
Other: _____			Address: _____		
From: _____	To: _____	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree: _____

MILITARY SERVICE

Branch: _____		From: _____	To: _____
Rank at Discharge: _____		Type of Discharge: _____	
If other than honorable, explain: _____			

EMPLOYMENT HISTORY

Company: _____		Phone: () _____
Address: _____		Supervisor: _____
Job Title: _____	Starting Salary: \$ _____	Ending Salary: \$ _____
Responsibilities: _____		
From: _____	To: _____	Reason for Leaving: _____
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/> NO <input type="checkbox"/>

Company: _____		Phone: () _____
Address: _____		Supervisor: _____
Job Title: _____	Starting Salary: \$ _____	Ending Salary: \$ _____
Responsibilities: _____		
From: _____	To: _____	Reason for Leaving: _____
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/> NO <input type="checkbox"/>

Company: _____		Phone: () _____
Address: _____		Supervisor: _____
Job Title: _____	Starting Salary: \$ _____	Ending Salary: \$ _____
Responsibilities: _____		
From: _____	To: _____	Reason for Leaving: _____
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/> NO <input type="checkbox"/>

REFERENCES

Please list three professional references.		
Full Name: _____	Relationship: _____	
Company: _____	Phone: () _____	
Full Name: _____	Relationship: _____	
Company: _____	Phone: () _____	
Full Name: _____	Relationship: _____	
Company: _____	Phone: () _____	

BACKGROUND INFORMATION

Illinois and Massachusetts Applicants: Do not respond to the question below, proceed to the next page of application.
(Other state-specific considerations may apply – please see instructions below.)

Have you ever been convicted of a crime (felonies and/or misdemeanors) that have not been expunged, erased, sealed, pardoned, annulled, eradicated by statute or Court order, or dismissed upon condition of probation? (Do not answer this question if you are applying in Illinois or Massachusetts) _____ Yes _____ No

You are not required to disclose sealed or expunged records of conviction or arrest, or expunged juvenile records of conviction or arrest. In accordance with applicable law, we only inquire about and consider convictions substantially related to the position for which you are applying.

If you checked yes, please explain below. A criminal conviction will not necessarily be a bar to employment. To help us evaluate your application, please describe the nature of the crime and your subsequent rehabilitation.

STATE INSTRUCTIONS: California Applicants: You should answer “No Record” with respect to any conviction for a marijuana offense if the conviction occurred more than two years prior to the date this application is completed. In addition, do not provide any information regarding a referral to and participation in any pre-trial or post-trial diversion program. Connecticut Applicants: Do not respond to this inquiry. Complete the state addendum. Hawaii Applicants: Do not respond to this inquiry until you have been given a conditional offer of employment. Answer “yes” only if the conviction was within the last 10 years, excluding any period of incarceration. Pennsylvania Applicants: You should answer “no record” with respect to any conviction for a misdemeanor or summary offense. Utah Applicants: Do not answer this inquiry with respect to any non-felony conviction. Washington Applicants: Answer “Yes” only if the conviction or release from imprisonment was within the last ten (10) years, or related to the functions of the position for which you are applying.

OTHER

Do you have a non-compete clause in a contract with your current or former employer that has not yet expired that could impact your ability to work at Climate Pros, Inc. in the position for which you have applied? Yes No

Do you have a confidentiality obligation with your current or former employer that could impact your ability to work at Climate Pros, Inc. in the position for which you have applied? Yes No

Do you have any other contractual obligations to current or former employers that could impact your ability to work at Climate Pros, Inc. in the position for which you have applied? Yes No

If you have answered “yes” to any of these questions, please contact the HR representative and provide complete copies thereof.

PLEASE READ CAREFULLY AND INITIAL EACH PARAGRAPH BEFORE SIGNING

MASSACHUSETTS AND MARYLAND APPLICANTS:

MASSACHUSETTS LIE DETECTOR LAW “IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY.”

MARYLAND LIE DETECTOR LAW – “UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. ANY EMPLOYER WHO VIOLATES THIS PROVISION IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.”

Acknowledgment of Maryland Lie Detector Law: _____

Date _____

I have disclosed all information that is relevant and should be considered applicable to my candidacy for employment.

_____ Initials

I understand where permissible under applicable state and local law, I may be subject to a pre-employment drug test after receiving a conditional offer of employment, the results of which may affect my offer of employment with Climate Pros, Inc.

_____ Initials

I understand, where permissible under applicable state and local law, I may be subject to a pre-employment medical examination after receiving a conditional offer of employment, and must meet the qualifications for the position, with or without reasonable accommodation, before being permitted to commence work with Climate Pros, Inc.

_____ Initials

I hereby certify that the information given by me is true in all respects. I authorize Climate Pros, Inc. and its representatives to contact my prior employers and all other references provided for the purpose of verification of the information I have supplied and release same from any liability resulting from the information released. I authorize employers, schools and other persons named on this application to provide any information or transcripts requested.

_____ Initials

I understand employment with Climate Pros, Inc. is also contingent on my providing sufficient documentation necessary to establish my identity and eligibility to work in the United States.

_____ Initials

I expressly understand and agree that, if employed, my employment, having no specified term, is based upon mutual consent and may be terminated at will, with or without cause, by either party (the employer or me) without prior notice to the other, unless otherwise prohibited by law.

_____ Initials

I understand that no representation, whether oral or written, by any representative or agent of Climate Pros at any time, shall constitute an implied or expressed contract of employment, nor guarantee of continued employment, and I acknowledge that Climate Pros, Inc. reserves the right to modify company policies, procedures, manuals and similar documents at any time. _____ Initials

APPLICANT CERTIFICATION AND RELEASE

I certify, under penalty of perjury, that all of the above information is true and complete, and I understand that any falsification or omission of information may result in denial of employment or, if hired, may result in termination regardless of the time lapse before discovery. I VOLUNTARILY WAIVE AND RELEASE PRIOR EMPLOYERS FROM ANY AND ALL LIABILITY FOR PROVIDING INFORMATION IN CONNECTION WITH THIS APPLICATION. MY SIGNATURE IS EVIDENCE THAT I HAVE READ AND AGREE WITH THE ABOVE STATEMENTS.

Applicant's signature _____

Date _____

APPLICANT CONSENT AND RELEASE FOR TESTING & BACKGROUND INVESTIGATION

TESTING

I am an applicant for a position with Climate Pros, Inc. By signing below I understand that, should I be offered the position for which I'm applying, I will be required to authorize a urinalysis, breath and/or blood tests, including withdrawal of samples. I understand that this test is for drugs, alcohol, and other controlled substances is a condition of employment with the CLIMATE Pros, Inc. I also understand that the Company will require my signed authorization on any forms necessary to complete the test, as provided by the testing agency.

BACKGROUND INVESTIGATION

I am an applicant for a position with Climate Pros, Inc. By signing below I understand that, should I be offered the position for which I'm applying, I will be required to authorize a background investigation to retrieve information from all personnel, educational institutions, government agencies, companies, corporations, credit reporting agencies, law enforcement agencies at the federal, state or county level, relating to my past activities, to supply any and all information concerning my background. I understand that this background investigation is a condition of employment with the Company. I also understand that the Company will require my signed authorization on any forms necessary to complete this investigation, as provided by the investigating agency.

CONSUMER REPORT AND DRIVING RECORD INVESTIGATION (for applicable positions)

I am an applicant for a position with Climate Pros, Inc. By signing below I understand that, should I be offered the position for which I'm applying, I will be required to authorize a consumer report or an investigative consumer report and driving record (MVR) including information as to your character, general reputation, criminal record, personal characteristics, educational history, credit history, driving record (MVR) and mode of living. This information may be obtained through a request for criminal records. Please be advised that you have the right to request, in writing, within a reasonable time, that we make a complete and accurate disclosure of the nature and scope of the information requested as required by the Fair Credit Reporting Act. I understand that this background investigation is a condition of employment with the Company. I also understand that the Company will require my signed authorization on any forms necessary to complete this investigation, as provided by the investigating agency.

I understand that unsatisfactory results from, refusal to cooperate with, or any attempt to affect the results of these pre-employment tests and checks will result in withdrawal of any employment offer or termination of employment if already employed.

Signature of Applicant: _____

Name of Applicant (Please Print): _____

Date _____