

**HAMMER INCORPORATED
APPLICATION FOR EMPLOYMENT**

Non-Discrimination Policy

We consider applicants for all positions without unlawful regard to race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, or any legally protected status.

Employment Policy - At-Will Employment

By accepting employment with this company, I recognize that I have no expressed or implied contractual rights to employment with the company. Additionally, I understand that just as I have the right to terminate my employment at any time, for any reason, the company also has the right to terminate my employment at any time, for any reason.

The information furnished on this application is accurate and complete and I understand that falsification or omission of any pre-employment information may subject me to discharge. I understand that an investigative report may be made whereby information is obtained through various third party sources; and upon my formal written request, within a reasonable period of time, I will be notified as to the scope and nature of such an investigation.

Information on this form is solely for the use of Hammer Inc. It will be to the applicant's advantage to answer each question fully and accurately. The use of this form does not indicate that there are any positions open and does not obligate the company. This application will be considered for 60 days.

Following an offer of employment, subject to the requirements of the Americans With Disabilities Act of 1990, a physical examination, including drug test, may be required.

Applicant's signature _____ Date _____

Last Name _____ First Name _____ MI _____

Soc.Security # _____ Driver's License # _____

Address _____

Home Phone _____ Daytime Phone _____ Email _____

Birth Date (needed for Background Check) _____

Position Desired _____ Date You Can Start _____

Employment desired Full Time Part Time Temp Expected Salary _____

How did you learn of this position? Newspaper Internet (list site _____) Other (_____)

Education (include city and year of degree, if applicable)

High School _____ Did You Graduate? Grade Average _____

College _____ Did You Graduate? Grade Average _____

Military Service yes no Have you received any notice to report for duty? _____

Do you have any military reservist obligations? _____

Describe any skills you acquired: _____

Employment History

Are you currently employed? full-time? _____ part-time? _____ temporary? _____

If yes, may we contact your current employer? Yes____ No____

Please list your last four (4) jobs, with your most recent job first.

1) _____
Company Name and Address _____ Telephone # _____

Name Of Supervisor _____ Dates Employed: From - To _____ Salary _____

Position Held _____ Reason For Leaving _____

May we contact this employer? _____

2) _____
Company Name and Address _____ Telephone # _____

Name Of Supervisor _____ Dates Employed: From - To _____ Salary _____

Position Held _____ Reason For Leaving _____

May we contact this employer? _____

3) _____
Company Name and Address _____ Telephone # _____

Name Of Supervisor _____ Dates Employed: From - To _____ Salary _____

Position Held _____ Reason For Leaving _____

May we contact this employer? _____

4) _____
Company Name and Address _____ Telephone # _____

Name Of Supervisor _____ Dates Employed: From - To _____ Salary _____

Position Held _____ Reason For Leaving: _____

Please explain any gaps between employment dates listed above.

Personal References

Give name, address, telephone number and relationship of three references that are **not** related to you and are **not** previous employers.

1. _____
2. _____
3. _____

NON-COMPETITION AGREEMENT: Most employees are required to sign an agreement to not compete with Hammer Inc. for 1 year after termination of employment at Hammer for any reason.

Will you sign such an agreement? yes no

Have you signed a non-compete agreement with a previous employer? yes no

Additional Questions:

1. Have you ever applied for work at this company before? _____
2. Have you ever worked for this company before? _____
3. Do you have any relatives or friends who work for this company? _____
If yes, who? _____
4. Do you, your spouse, or immediate family member work for another competing Home Medical Equipment Company? _____
5. Are you able to do this job with or without accommodation? _____
6. In the past seven (7) years have you ever been fired or asked to resign from a position? _____
If yes, please explain: _____
7. Overtime may be required. Can you work overtime if requested? _____
8. Have you ever stolen from an employer? _____
If yes, please explain: _____
9. Have you ever been convicted of or pled guilty to a felony or misdemeanor? _____ (A conviction will not necessarily disqualify you from employment.)
If yes, please explain: _____
10. Do you qualify for any federal or state credit/incentive employment programs? _____
11. Do you have any experience or education, which will help you in performing this position? _____

12. Tell us anything further that would help us in making a decision. _____

I certify that the information contained in this application is complete and correct to the best of my knowledge and I understand that the omission or falsification of any information in this application is grounds for refusal to hire or, if I have been hired, grounds for termination. I authorize the references listed in this application, including personal and employment references, to provide you with all information pertinent to this application and I release all parties from liability for damage that may result from the release of any information as part of the employment verification process. I further acknowledge that I understand that the company has a policy of employment at-will and if I am hired by the company, my employment may be terminated, either by myself or by the company, at any time, with or without notice, with or without cause. I have read and understand the above statement.

I understand and agree that Hammer Incorporated (“Hammer”) may obtain a consumer report regarding me for employment purposes. I understand and agree that Hammer may both receive and review a consumer credit report and may receive and review a criminal background report. I understand and agree that Hammer will collect other information, included but not limited to, the internet and various web pages.

The parties agree that Hammer has complied with 15 U.S.C. § 1681b(2) by disclosing that it may obtain a consumer report or criminal background check. Hammer also will comply with 15 U.S.C. § 1681b(3) by providing proper disclosures should it decide not to employ me based on information received through such a report.

Signature

Date