

WEAVER POPCORN MANUFACTURING, INC.

APPLICATION FOR EMPLOYMENT

Form Effective Date: February 18, 2021

Weaver Popcorn Manufacturing, Inc. ("Weaver") is an equal opportunity employer. Applicants are considered for employment without regard to race, color, religion, sex, age, disability, national origin, or any other legally-protected status, unless such status constitutes a *bona fide* occupational qualification. Weaver will comply with its legal obligation to provide reasonable accommodation to qualified individuals with disabilities and for religious beliefs.

Date of Application _____

PLEASE PRINT OR TYPE

Name _____
LAST FIRST MIDDLE

Address _____
NUMBER STREET CITY STATE ZIP CODE

Telephone (1) () _____ (2) () _____

Email _____

If you have resided at your present address fewer than three years, list your prior address:

Address _____
NUMBER STREET CITY STATE ZIP CODE

Position(s) Desired _____ Pay Desired _____

Are you available to work ☐ Full-Time ☐ Part-Time ☐ Temporary
☐ On-Call ☐ Overtime ☐ Any Shift

What date will you be available for work? _____

List any days and times you are not available for work _____

Are you on layoff and subject to recall at another employer? ☐ Yes ☐ No

Have you previously filed an application at Weaver? ☐ Yes ☐ No

If yes, give date(s): _____

Have you previously been employed by Weaver? ☐ Yes ☐ No

If yes, give date(s): _____

Do you have any relatives or friends employed here? ☐ Yes ☐ No If yes, please list by name and relationship.

Are you legally authorized to work in the United States? ☐ Yes ☐ No

Will you now or in the future require sponsorship for employment visa status (e.g. H-1B visa status)? ☐ Yes ☐ No

Are you 18 years or older? ☐ Yes ☐ No

EMPLOYMENT RECORD

Starting with your present or most recent employer, list in consecutive order all your employment experience, including part-time or temporary employment. Do not omit any experience. **RESUMES MAY BE SUBMITTED BUT WILL NOT BE ACCEPTED IN PLACE OF THE INFORMATION REQUESTED BELOW.**

Employer	Employment Dates	Kind of Work Performed:
	From:	
Address	To:	Reason for Leaving: <input type="checkbox"/> Discharged <input type="checkbox"/> Voluntary Resignation <input type="checkbox"/> Involuntary Resignation
Telephone ()	Salary/Hourly Rate	
Job Title	Starting:	
Immediate Supervisor's Name and Title:	Final:	

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Telephone ()	Salary/Hourly Rate	
Job Title	Starting:	
Immediate Supervisor's Name and Title:	Final:	

May we contact the employers listed above? ☐ Yes ☐ No If no, indicate which one(s) you do NOT wish us to contact and provide the reason why you prefer that we do not contact the employer(s). _____

Have you ever been permitted to resign rather than be discharged or asked to resign from any position?
☐ Yes ☐ No If yes, please state the employer and the reason for the resignation.

EDUCATION

Type of School	Name of School	City and State	Number of Years Completed	Graduate?		Course Pursued / Degrees Granted
				Yes	No	
High School / GED						
College / University						
Graduate Studies						
Business, Trade, Technical, or On-line School						

APPLICANT'S STATEMENT

(Please indicate that you have read and understand each paragraph of the Applicant's Statement by placing your initials beside each paragraph.)

Initials

1. _____ I completed this application and the accompanying criminal history addendum and confirm all information in them is TRUE and COMPLETE to the best of my knowledge. I understand that false, misleading, or omitted information may result in the rejection of my application, the revocation of an offer of employment, or discharge.
2. _____ I authorize investigation of all statements in this application to arrive at my employment decision. I understand that an investigation may be made and information may be obtained through interviews with personal references and past employers, a credit check, a criminal history check and/or a driver's record check. This inquiry may include information as to, among other things, my character, general reputation and personal characteristics, as well as information about my work performance and workplace conduct. I consent to the investigation and to the consideration of any statements of references, former employers, or others that are given in response to the inquiry.
3. _____ I hereby release all parties, including but not limited to Weaver, personal references and previous employers from liability for any injury or damage that may result from their furnishing information concerning me or any action Weaver takes on the basis of such information.
4. _____ I understand that if I am offered a job as a condition of beginning my employment, I may be required to undergo a physical examination and drug screen.
5. _____ I understand that I must be able, with or without reasonable accommodation, to perform all of the essential functions of any job or position to which I may be assigned by Weaver and that my placement upon a particular job assignment may be contingent upon an examination or test related to my performance of the essential functions of that job.
6. _____ I understand that all individuals hired must produce certain documentation to verify their identity and United States citizen status or, if aliens, their legal authorization to work in the United States. I understand that an offer of employment is contingent upon my producing the required documentation within the legal time period.
7. _____ I understand that this application is not, and is not intended to be, a contract of employment and that any resulting employment is not for a fixed period of time and is terminable at any time and for any reason by me or by Weaver. I further understand that statements that may be contained in policies, practices, handbooks or other material do not create a guarantee of employment and that Weaver has the right to modify, amend, or terminate policies, practices, benefits plans, or other programs within the limits and requirements imposed by law. I understand that no Weaver representative, other than the CEO, has the authority to enter into any agreement for any specific period of time or to make any different agreement and that such agreement must be in writing and signed by both parties (or their representatives) to be binding.
8. _____ If employed, I will sign an agreement relating to confidentiality and non-competition if required.
9. _____ I confirm that I am not bound by any employment contract or non-competition agreement that would be breached by any employment that Weaver offered to me, nor am I in possession of nor will I at any time reveal to Weaver, under any circumstances, any proprietary or confidential information that is subject of any contract, non-disclosure agreement or prior work relationship.

Applicant's Signature

Applicant's Printed Name

Date

THIS APPLICATION WILL NOT BE CONSIDERED ACTIVE AFTER 30 DAYS

EMPLOYMENT APPLICATION
CRIMINAL HISTORY ADDENDUM

A conviction, plea, or pending charges will not necessarily disqualify you from consideration of employment. The effect of a conviction, plea, or pending charges will be assessed with respect to time, circumstances, seriousness of the offense, and job responsibilities and duties. However, your failure to disclose a conviction or plea (except convictions or pleas protected from disclosure by state or local law) will disqualify you from consideration for employment or will result in termination of employment if subsequently discovered.

1. Have you within the 10 years immediately prior to the date of this employment application been convicted of or pled guilty or no contest to a felony or misdemeanor other than a minor traffic-related infraction? Do not answer "yes" if your conviction record has been annulled, expunged, sealed, pardoned, erased, restricted, eradicated, or impounded or is otherwise protected from disclosure by law.

☐ Yes

☐ No

2. If yes, state the nature of the conviction or plea, the date, the court and the jurisdiction, the cause (or other identifying) number, and fully explain.
