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EMPLOYMENT APPLICATION

To the applicant: Blue Ribbon Delivery, Inc. does not discriminate in hiring or employ on the basis of race, color, religion, sex, national origin, age, disability, or any other legally protected status. No question on this application is intended to secure information to be used for such discrimination. Consideration of this application will be given. However, by receiving this document, Blue Ribbon Delivery, Inc. is under no obligation of employment to the applicant.

General Information (please print)

DATE _____ SOCIAL SECURITY # _____ - _____ - _____

NAME _____
Last First M.I.

ADDRESS _____
City State ZIP

TELEPHONE _____

IN CASE OF EMERGENCY, NOTIFY: _____ TELEPHONE _____

Are you 18 years of age or older? YES NO

Do you have the legal right to live and work in the U.S.? YES NO

If hired, can you provide the documentation required by U.S. Law? YES NO
(If hired, documented proof of legal right to work is required.)

Since the age of 18, have you ever been convicted of a misdemeanor or felony? YES NO

If so, please advise nature and date _____

NOTE: A conviction will not necessary disqualify you from employment. Each conviction will be judged on its own merits with respect to time, circumstance and seriousness.

Have you ever worked for this company before? YES NO

If so, please indicate when and position held _____

Under any other name? YES NO If so, under what name? _____

Do you have any relatives employed by this company? YES NO

If so, please state name(s) _____

EMPLOYMENT RECORD

Authorization

I authorize Blue Ribbon Delivery, Inc. to obtain information about me from my previous employers, schools and credit sources. I authorize my previous employers, schools that I have attended and all credit sources to disclose to Blue Ribbon Delivery, Inc. such information about me as Blue Ribbon Delivery, Inc. may request.

_____ Initials

Are you currently employed? YES NO If so, may we contact your present employer? YES NO

If you are accepted for employment, when would you be available? _____

List below present and past employment, **begin with most recent.**

Company _____ Name of Supervisor _____

Telephone _____ Address _____

From Month/Year _____ To Month/Year _____ Reason for leaving _____

Position Held _____ Starting Rate/Hour _____ Ending Rate/Hour _____

Describe the work you did: _____

Company _____ Name of Supervisor _____

Telephone _____ Address _____

From Month/Year _____ To Month/Year _____ Reason for leaving _____

Position Held _____ Starting Rate/Hour _____ Ending Rate/Hour _____

Describe the work you did: _____

Company _____ Name of Supervisor _____

Telephone _____ Address _____

From Month/Year _____ To Month/Year _____ Reason for leaving _____

Position Held _____ Starting Rate/Hour _____ Ending Rate/Hour _____

Describe the work you did: _____

NOTICE TO APPLICANT

1. All information submitted will be considered in reviewing my application and is subject to investigation. I hereby authorize Blue Ribbon Delivery, Inc. to investigate all statements applicable, except as indicated.
2. I certify that the facts set forth in this employment application are true and complete to the best of my knowledge. I understand that misrepresentation or omission of facts called for is cause for dismissal upon discovery of such information.
3. If accepted for employment, I hereby agree to comply with the rules, regulations and policies of Blue Ribbon Delivery, Inc.
4. I am aware that an investigative consumer report may be made in connection with my application for employment. This report may include information as to my character, general reputation, personal habits, and mode of living, obtained from or through personal interview with persons with whom I am acquainted, or those persons who may have knowledge concerning any such items of information.
5. In the event that such an investigative consumer report is procured, upon my written request of Blue Ribbon Delivery, Inc., I will be provided with a complete and accurate disclosure of the nature and scope of the investigation conducted.
6. I understand that Blue Ribbon Delivery, Inc. follows an employment-at-will policy, in that I or Blue Ribbon Delivery, Inc. may terminate my employment at any time, for any reason consistent with applicable State or Federal Law.

PRE-EMPLOYMENT SUBSTANCE DETECTION CONSENT

I understand that according to the Pre-employment Substance Detection Program at Blue Ribbon Delivery, Inc., I am required to submit a sample of my urine for chemical analysis prior to employment. I understand that this pre-employment substance detection will be conducted by a reputable outside physician and testing agency by a certified laboratory.

I consent freely and voluntarily to this request for a pre-employment urine specimen. I hereby and herewith release Blue Ribbon Delivery, Inc., their employees, agents, and contractors from any liability whatsoever arising from this request to furnish a preemployment urine sample, the testing of the urine sample and decisions made concerning my application for employment or continued employment based upon the results of these tests.

I understand a positive test for controlled substances, based on the urinalysis test, will disqualify me from employment for Blue Ribbon Delivery, Inc.

I understand that if the substance detection results are positive, I can request a second independent confirmatory test using the same specimen. The cost of this test will be borne by me.

I understand a documented chain of specimen custody exists to ensure the identity and integrity of my sample throughout the collection and testing process. The Medical Review Officer will maintain the results of the urinalysis test. Negative and positive results will be reported to the company.

I understand that if my employment is terminated for any reason with Blue Ribbon Delivery, Inc. within 90 days, I am liable for the cost of the urinalysis, which is \$40.00.

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge. I have also read and understand the above Notice to the Applicant and the conditions for the Pre-Employment Urinalysis Consent Agreement.

Applicant's Signature

Date

NOTE: Failure to sign the above consent discontinues the employment process.