

APPLICATION FOR EMPLOYMENT
An Equal Opportunity Employer



CNC Engineering (the "Company") is an equal opportunity employer and makes employment decisions on the basis of merit. The Company prohibits unlawful discrimination against employees or applicants based on race (including traits historically associated with race, such as hair texture and protective hairstyles), religion, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, reproductive health decision making, gender, gender identity, gender expression, age, military status, veteran status, uniformed service member status, sexual orientation, transgender identity, citizenship status, pregnancy, or any other consideration made unlawful by federal, state, or local laws. The Company also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics.

To be sure your application is properly evaluated, all questions should be answered as carefully and completely as possible. If you need more space for your answers, please attach a separate sheet.

Applicant Information

Full Name: _____ Date: _____
Last, First, M.I.

Address: _____
Street Address, Apt Number

City, State, Zip Code

Phone: _____ Email: _____

Date Available: _____

Have you ever worked for the Company? ☐ Yes ☐ No If yes, _____
when?

Do you have any relatives working for the Company? Yes ☐ No ☐ If yes, state the 1. _____
name(s) and 2. _____
relationship

Are you at least 18 years old? Yes ☐ No ☐ (If under 18, hire is subject to verification that you are of
minimum legal age.)

If hired, can you present evidence of your identity and your legal authorization to work in the United States? Yes ☐ No ☐

Education and Training

High School: _____ Address: _____

Number of Years Completed _____ Did you Graduate? Yes ☐ No ☐ Diploma: _____

College: _____ Address: _____

Number of Years Completed _____ Did you Graduate? Yes ☐ No ☐ Diploma: _____

Other: _____ Address: _____

Number of Years Completed _____ Did you Graduate? Yes ☐ No ☐ Diploma: _____

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References

Please list three professional references.

Full Name:	_____	Relationship:	_____
Company:	_____	Phone:	_____
Address: _____			
Full Name:	_____	Relationship:	_____
Company:	_____	Phone:	_____
Address: _____			
Full Name:	_____	Relationship:	_____
Company:	_____	Phone:	_____
Address: _____			

Previous Employment

Company:	_____	Phone:	_____
Address:	_____	Job Title:	_____
Responsibilities: _____			
From:	_____	To:	_____ Reason for Leaving: _____
May we contact your previous supervisor for a reference?		Yes <input type="checkbox"/>	No <input type="checkbox"/> Supervisor: _____
Company:	_____	Phone:	_____
Address:	_____	Supervisor:	_____
Job Title: _____			
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: _____			
Responsibilities: _____			
From:	_____	To:	_____ Reason for Leaving: _____
May we contact your previous supervisor for a reference?		Yes <input type="checkbox"/>	No <input type="checkbox"/>

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Certification and Signature

I UNDERSTAND AND ACKNOWLEDGE THE FOLLOWING (PLEASE READ CAREFULLY, INITIAL EVERY PARAGRAPH, AND SIGN BELOW):

1. _____ I certify that the answers given by me to questions on the application and statements made by me are complete and true to the best of my knowledge and belief. I understand that any misrepresentation, falsification, or omission of information may result in denial of employment or, if hired, may result in termination. I understand that the Company will consider this application active for 60 days from the date of submission, after which I must reapply if interested in employment.
2. _____ I agree and understand that, if I am hired, my employment with the Company will be at-will, which means that the Company or I may end the employment relationship at any time, with or without cause or prior notice. I also understand that this at-will aspect of my employment may not be changed except by an individualized written employment agreement signed both by the Company's CEO and me.
3. _____ I authorize the Company to contact my former employers, references, and any and all other persons and organizations for information bearing upon my qualifications for employment. I further authorize the listed employers, schools, and personal references to give the Company any and all information about my previous employment and education, along with any other pertinent information they may have.
4. _____ I agree that to the fullest extent allowed by law, any controversy, claim or dispute between me and CNC Engineering and/or any of its related entities, holding companies, parents, subsidiaries, divisions, officers, shareholders, directors, employees, agents, insurers, vendors, contractors, customers, predecessors, successors, and assigns (collectively, "Company") will be submitted to final and binding arbitration as the sole and exclusive remedy, regardless of whether the dispute is initiated by Company or me. To the maximum extent permitted by applicable law, applying the Federal Arbitration Act ("FAA"), all claims subject to this Agreement must be arbitrated in an individual capacity. Both Company and I expressly waive our rights (i) to utilize class or collective action procedures in asserting a claim subject to this Agreement; and (ii) to the extent permitted by applicable law, including the FAA, to utilize representative action procedures on behalf of other individuals (e.g., under the California Private Attorneys General Act) in asserting a claim subject to this Agreement. Under no circumstances shall the arbitrator have jurisdiction to decide any dispute on anything other than an individual basis (i.e., the arbitrator has no authority to consolidate claims or proceed with arbitration on behalf of a class, collective or representative group of employees). This Agreement does not prevent the arbitrator from having jurisdiction to decide a representative claim brought by me under the California Private Attorneys General Act seeking relief on behalf of only myself. Questions of arbitrability, including whether claims can proceed on a class, collective, or representative basis, may only be decided by a court. The arbitration shall be before a neutral arbitrator of JAMS in the county of my employment with Company, for determination in accordance with the JAMS Employment Arbitration Rules and Procedures (including any subsequent modifications or amendments to such Rules), to the extent those Rules do not conflict with this Agreement. (I understand that a copy of the most current JAMS Rules may be obtained from Company's Human Resources Department or by visiting <http://www.jamsadr.com/rules-employment-arbitration/>.) The arbitrator may provide for a streamlined arbitration process if the arbitrator concludes that such process is necessary to provide an accessible, speedy, and affordable proceeding to resolve the claim (e.g., a small wage claim that does not require depositions or formal discovery before conducting a hearing). The arbitrator will issue a written decision stating the essential findings and conclusions on which the award is based, and will have full authority to award all remedies that would be available in court. Company will pay all arbitrator's fees and costs beyond what would normally be incurred had the matter been presented in court. Any judgment upon the award rendered by the arbitrator may be entered in any court in the county where the arbitration award was rendered. This Agreement does not require arbitration of sexual assault and sexual harassment disputes (as defined by Section 401 of the FAA). This Agreement also does not affect my right to file an administrative charge or complaint with the National Labor Relations Board, the Equal Employment Opportunity Commission, or any state agency charged with enforcement of fair employment practice laws. Further, nothing in this Agreement shall be deemed to alter any statutory obligation I may have to exhaust administrative remedies prior to filing a claim. I may present such claims to the appropriate governmental agency, but Company and I agree to arbitrate all rights to any form of recovery or relief, including monetary or other damages (except for workers' compensation and unemployment insurance claims). This Agreement is governed by and enforceable under the FAA. If for any reason the FAA is held not to apply to this Agreement or any portion of it, the Agreement shall, to that extent, be governed by and enforceable under the laws of the state in which I am or was last employed by Company. If any provision of this Agreement is found to be unenforceable, the remainder of this Agreement shall remain in full force and effect, as if the unenforceable or invalid provision did not exist. If it is determined that a dispute involves some claims that are subject to this Agreement and other

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claims that are not, Company and I agree that the arbitrable claims will be resolved first in arbitration and the other claims stayed pending completion of arbitration. BY AGREEING TO THIS BINDING MUTUAL ARBITRATION PROVISION, BOTH I AND COMPANY GIVE UP ALL RIGHTS TO A TRIAL BY JURY.

This Agreement is to be construed as broadly as is permissible under applicable law.

Signature: _____

Date: _____