

Specific Position Applying For _____

Date



MI

5300 Willow Creek Drive S.W.

Cedar Rapids, Iowa

52404

First Name

Application for Employment

An Equal Opportunity Employer

Applicants are considered for positions without regard to race, sex, color, age, national origin, disability, or veteran status

Last Name

I. General Information (Please Print All Information)

Last Name		First Name		MI
Street Address		City	State	Zip Code
Social Security Number _ _ _ - _ _ - _ _ _		Salary Requirement	Home Phone () _ _ - _ _ _ _	
			Work Phone () _ _ - _ _ _ _	
How did you hear about PMX?				Date Available To Start Work
Advertisement	Friend	Relative	Current Employee	Other
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Name :	<input type="checkbox"/>

- Do you have any relatives or friends employed by PMX? No Yes If Yes, Who - _____
- Have you ever pled guilty, or pled "No contest" (Nolo Contendere), or been convicted of a felony or misdemeanor other than a traffic violation? If yes, please explain in Section VI, Remarks. Yes No
- Have you ever applied at PMX before? If Yes, When - _____ Yes No
- Have you ever been interviewed by PMX before? If Yes, When - _____ Yes No
- Can you travel if the job requires it? Yes No
- Are you eligible to work in the United States? Yes No
- Are you at least 18 years of age? Yes No
- Have you ever been disciplined for Absenteeism, Tardiness, or any other infractions by any previous employer? Yes No
- Have you ever been discharged or asked to resign by any of your previous employers? Yes No

II. Education

Level of Education	Name and City / State	# of Years	Graduate	Major	Grades
Grade School			Yes <input type="checkbox"/>		
High School			Yes <input type="checkbox"/>		
College			Yes <input type="checkbox"/>		
Graduate			Yes <input type="checkbox"/>		
Business / Trade			Yes <input type="checkbox"/>		

III. Employment History (Minimum of 10 year's of Employment History if Applicable)

Last or Current Employer	Name of Employer -			
Title of Position Held :		Phone # of Employer : () _ _ - _ _ _ _		
Employer Address :		City	State	Zip Code
Description of Your Duties :			From Mo/Yr	
			To	
			Base Pay*	Per
Reason for Leaving :		Supervisors :		Supervisor Phone #

2nd to Last Employer		Name of Employer -			
Title of Position Held :			Phone # of Employer : () ____ - ____		
Employer Address :		City		State	Zip Code
Description of Your Duties :			From Mo/Yr		
			To		
			Base Pay*		Per
Reason for Leaving :			Supervisors :		Supervisor Phone #
3rd to Last Employer		Name of Employer -			
Title of Position Held :			Phone # of Employer : () ____ - ____		
Employer Address :		City		State	Zip Code
Description of Your Duties :			From Mo/Yr		
			To		
			Base Pay*		Per
Reason for Leaving :			Supervisors :		Supervisor Phone #
4th to Last Employer		Name of Employer -			
Title of Position Held :			Phone # of Employer : () ____ - ____		
Employer Address :		City		State	Zip Code
Description of Your Duties :			From Mo/Yr		
			To		
			Base Pay*		Per
Reason for Leaving :			Supervisors :		Supervisor Phone #
5th to Last Employer		Name of Employer -			
Title of Position Held :			Phone # of Employer : () ____ - ____		
Employer Address :		City		State	Zip Code
Description of Your Duties :			From Mo/Yr		
			To		
			Base Pay*		Per
Reason for Leaving :			Supervisors :		Supervisor Phone #

* **Base Pay is your basic amount of pay excluding overtime pay, special bonuses or allowances. The rate you indicate may be checked with former employers.**

IV. References

Professional References: Please list at least three Professional References. Must be individuals that you directly reported to and can tell us about you as an employee. We do not want Personal references such as relatives, acquaintances or co-workers.

Name (Last, First, Middle)	Street Address, City, St., Zip Code	Phone Number	Relationship
		() --- - ----	
		() --- - ----	
		() --- - ----	
		() --- - ----	

V. Military Service

Service Branch	Government Agency	Initial Rank or GS Grade	From (Mo/Yr) to (Mo/Yr)	Final Rank or Grade
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Military Specialty / Training Received

Reserves	If you served in either the U.S. Military or Government Service as a Civilian Employee, Please Explain:
YES <input type="checkbox"/> NO <input type="checkbox"/>	
Retired	
YES <input type="checkbox"/> NO <input type="checkbox"/>	

VI. Remarks

VII. Agreement - Please read the following carefully

1) I certify that the information provided on this application is true and accurate, and I authorize PMX Industries, Inc. to verify the information. 2) I acknowledge that my employment at PMX is contingent on my signing a Mutual Agreement to Arbitrate Claims. 3) If I obtain employment resulting from this Application, I agree to comply with all orders, rules and regulations of the company. 4) I also understand that, should I commence employment with PMX Industries, unless a specific written contract of employment (such as a collective bargaining agreement) signed on behalf of the employer by the president or designee covers my employment, my employment relationship with PMX Industries is entirely volunteer in nature. In other words, I will have the right, at my discretion, to end the employment relationship. Similarly, my employer will have the same right. Moreover, I understand that no employee, agent, or representative of PMX Industries, except in a written contract of employment (such as a collective bargaining agreement) signed on behalf of PMX Industries by the president or designee, has the authority to alter the voluntary nature of the employment relationship. 5) If required, I agree to submit to a physical examination which may include a test for illegal drugs. 6) I also authorize my former employers and educational institutions to give any information they have regarding me. I release them and their organizations from all liability for any damage whatsoever for issuing same. 7) If hired, a copy of my most recent payroll stub, evidence of my highest degree, and a copy of a marriage license and/or proof of marriage if applicable may be required prior to start date. 8) I understand that if, at any time, PMX Industries should discover that any information provided on this application is falsified the employment relationship will be terminated.

Applicant Signature	Date
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APPLICANTS VOLUNTARY SELF-IDENTIFICATION RECORD

SUBMISSION OF THIS INFORMATION IS VOLUNTARY

AND WILL NOT BE INCLUDED IN YOUR APPLICANT FILE OR YOUR EMPLOYEE PERSONNEL FILE.

As a part of our Affirmative Action Program, we are required by law to report the numbers of people who apply at our company by ethnic group, sex, disabled and veteran status. Your cooperation will be appreciated in completing the following form. This information will be used only for reporting purposes as legislated by Federal and State regulations and will not become a part of your applicant file or be used in making an employment decision and will not be included in your employee file.

NAME _____	SIGNATURE _____	BIRTH DATE _____
(PLEASE PRINT)		
SEX: <input type="checkbox"/> FEMALE <input type="checkbox"/> MALE POSITION APPLYING FOR _____ DATE ____/____/____		

ETHNIC GROUP (Place an "x" in the appropriate box);

To assist in appropriate identification, an applicant may be included in the group to which you belong, identify with or are regarded in the community as belonging in accordance with the definitions below:

<input type="checkbox"/> WHITE (Not of Hispanic Origin)	<input type="checkbox"/> BLACK (Not of Hispanic origin)	<input type="checkbox"/> ASIA OR PACIFIC ISLANDERS	<input type="checkbox"/> AMERICAN INDIAN OR ALASKAN NATIVE	<input type="checkbox"/> HISPANIC
Including persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.	All persons having origins in any of the Black racial groups.	All persons having origins in any of the original peoples of the Far East, Southeast Asia, Indian Subcontinent or the Pacific Islands. This includes, for example, China, Japan, Korea, Philippine Islands, Samoa and India.	Persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.	All persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin.

DISABLED / VETERANS (Place an "x" in the appropriate box):

<input type="checkbox"/> "VETERAN OF THE VIETNAM ERA"	<input type="checkbox"/> "DISABLED INDIVIDUAL"	<input type="checkbox"/> "DISABLED VETERAN"
Means: A person who (1) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released therefrom with other than a Dishonorable Discharge, or (2) was discharged or released from active duty for service-connected disability if any of such duty was performed between August 5, 1964 and May 7, 1975.	Means: Any person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a record of such impairment; or (3) is regarded as having such an impairment.	Means: A person entitled to disability compensation under laws administered by the Veterans' Administration for disability rated at thirty percent or more or a person whose discharge or release from active duty was for a disability or aggravated in the line of duty.
<input type="checkbox"/> "OTHER ELIGIBLE VETERANS"		
Means: A person who (1) Veterans who served in a "war". Since the last declaration of war issued by Congress initiated World War II, Veterans with active duty service between December 7, 1941 and April 28, 1952 are considered Veterans of World War II and are included in the Other Eligible Veterans Category, (2) Veterans who served in a campaign or an expedition for which a campaign badge, a service Medal, or an expeditionary medal has been awarded.		

AN EQUAL OPPORTUNITY EMPLOYER – MALE, FEMALE, VETERAN AND/OR DISABLED



AUTHORIZATION FOR RELEASE OF INFORMATION FOR EMPLOYMENT PURPOSES

PLEASE READ CAREFULLY

We truly welcome your application with **PMX Industries, Inc.** You are applying for a position whose acceptance will place you in a category of recognized professionals. In pursuit of that excellence we require, as a condition of employment, that all applicants consent to and authorize a pre-employment and/or continued employment verification of their background, including information submitted on their application or resume.

DISCLOSURE

This document serves solely as a clear and conspicuous written disclosure as required by the Federal Fair Credit Reporting Act set forth in Section 604 (b) to the applicant that a social security, motor vehicle verification, education, previous employment, credit, character, general reputation, personal characteristics, mode of living and a criminal background verification may be obtained for the purpose of this employment application. By the signature below, the Applicant acknowledges that **AccuSource Inc.** has made this disclosure.

APPLICANT AUTHORIZATION AND CONSENT FOR RELEASE OF INFORMATION

This release and authorization acknowledges that **PMX Industries, Inc.** may now, or any time while I am employed, conduct a verification of my education, previous employment/work history, credit history, contact personal references, motor vehicle records, conduct drug testing and to receive any criminal history information pertaining to me which may be in the files of any Federal, State, or Local criminal justice agency, and to verify any other information deemed necessary to fulfill the job requirements. The results of this verification process will be used to determine employment eligibility under **PMX Industries, Inc.** company employment policies. In the event that information from the report is utilized in whole or in part in making an adverse action decision with regard to your potential employment, before making the adverse decision, we will provide you with a copy of the consumer report and a description in writing of your rights under the law. I authorize **AccuSource, Inc.** at 1240 E. Ontario Avenue, Suite 102-140, Corona, California 92881, 951-734-8882, and any of its agents, to disclose orally and in writing the results of this verification process to the designated authorized representative **PMX Industries, Inc.**

I have read and understand this release and consent, and I authorize the background verification.

I authorize persons, schools, current and former employers, and other organizations and Agencies to provide **AccuSource, Inc.** with all information that may be requested. I hereby release all of the persons and Agencies providing such information from any and all claims and damages connected with their release of any requested information. I agree that any copy of this document is as valid as the original.

I do hereby agree to forever release and discharge **PMX Industries, Inc.,** AccuSource, Inc., and their associates to the full extent permitted by law from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint filed with any Agency arising from retrieving and reporting of information. According to the Federal Fair Credit Reporting Act, I am entitled to know if employment was denied based on information obtained by my prospective employer and to receive a disclosure of the public record information and of the nature and scope of the investigative report.

CONFIDENTIAL INFORMATION FOR POSITIVE IDENTIFICATION PURPOSES ONLY

_____ Applicant Last Name	_____ First Name	_____ Middle Name
_____ List Other Names Used	_____ Date of Birth	_____ Social Security Number
_____ Drivers License Number	_____ State Drivers License Issued	_____ Last name listed on Drivers License
_____ Current Address	_____ City/State/Zip	_____ Dates
_____ Previous Address	_____ City/State/Zip	_____ Dates
_____ Previous Address	_____ City/State/Zip	_____ Dates
_____ Applicant's Signature	_____ Today's Date	

- Please provide me with a copy of my credit report (California, Oklahoma, Minnesota residents only)
- Please provide me with a copy of my investigative consumer report (California residents only)



If hired, a copy of a marriage license and/or proof of marriage may be required on your first day of employment, if applicable.

Applicants Signature

Date