



**APPLICATION FOR EMPLOYMENT**

<b>Today's Date:</b>	<b>Position Applying for:</b>
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**GENERAL INFORMATION**

Please complete all requested information.

Complete Name (Last) (First) (Middle)			
Street Address	City	State	Zip Code
Telephone (Home) ( ) -	Telephone (Work) ( ) -		
Are you at least 18 years old? Yes <input type="checkbox"/> No <input type="checkbox"/>	Date Available to Work:		
Have you previously worked for or applied for a position with <b>Bowles Farming Company</b> in any of our locations, either as an employee or through an employment agency? Yes <input type="checkbox"/> No <input type="checkbox"/>	Are you related to or in a close personal relationship with anyone now employed at <b>Bowles Farming Company</b> ? (An answer of "Yes" will not automatically disqualify you from the position you are applying for.) Yes <input type="checkbox"/> No <input type="checkbox"/>		
If yes, please explain when and, if employed, in what capacity:	If yes, state name(s) and what department are they located.		
Are you available to work overtime as needed? Yes <input type="checkbox"/> No <input type="checkbox"/>			
If yes, are you available weekends? Yes <input type="checkbox"/> No <input type="checkbox"/>			
Preferred Language (Speak/Writte/Read): <input type="checkbox"/> English <input type="checkbox"/> Spanish <input type="checkbox"/> Other:	Can you perform the functions of the job you are applying for with or without accomodations: Yes <input type="checkbox"/> No <input type="checkbox"/>		

**PERMISSION TO WORK**

Are you legally authorized to work in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>
Will you now or in the future require sponsorship for employment visa status (e.g. H-1B status)? Yes <input type="checkbox"/> No <input type="checkbox"/>

**REFERRAL INFORMATION**

How did you learn about **Bowles Farming Company**?

<input type="checkbox"/> Employment Agency (state name):	<input type="checkbox"/> School (state name):	<input type="checkbox"/> Reputation of Company:
<input type="checkbox"/> Social Media:	<input type="checkbox"/> Referral (state name):	<input type="checkbox"/> Other:

**WORK EXPERIENCE**

Please specify your complete full-time and part-time employment history, including self-employment. You may include any verified work performed on a volunteer basis. Begin with your most recent employer. If you require additional space, please use the reverse side of this page and/or the following page.

Company Name	Telephone (Home) ( ) -
Address	Employed (Month and Year) From To
Name, Title, and Phone Number of Supervisor	Reason for Leaving:
Job Title and Work Responsibilities	Work Responsibilities

  

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Job Title and Work Responsibilities	Work Responsibilities	

Company Name	Telephone (Home)	
	( ) -	
Address	Employed (Month and Year)	
	From	To
Name, Title, and Phone Number of Supervisor	Reason for Leaving:	
Job Title and Work Responsibilities	Work Responsibilities	
<b>All employers including your current employer may be contacted to verify the information you provide.</b> May we contact your current employer prior to any offer of employment?		
Yes [ ]      No [ ]		

PROFESSIONAL REFERENCES			
Individuals not related to you. Business references preferred.			
Name	Years Known	Occupation	Address and Phone

EDUCATION & TRAINING			
Please include name, street, city, state and zip code for each school.			
School	Years Completed	Degree	Name and Location of School
Graduate			
College			
High School			
Business/Trade			
Technical			

JOB-RELATED SKILLS AND QUALIFICATIONS
Please summarize your job-related skills and qualifications:

ADDITIONAL EMPLOYMENT INQUIRIES
If applying for a position that will include driving, Bowles Farming Company may be required to provide evidence of insurance or insurability.
If hired, can you provide a valid driver's license? Yes [ ] No [ ]
Emergency Contact Person
Name:
Phone Number:

**APPLICANT'S STATEMENT & ACKNOWLEDGEMENT**

**THIS APPLICATION IS NOT COMPLETE UNTIL IT IS FULLY COMPLETED, SIGNED, AND ALL STATEMENTS BELOW HAVE BEEN READ AND INITIALED.**

Initial: \_\_\_\_\_ I certify that all of the information furnished on this application and during the application process is true, complete and correct to the best of my knowledge. I understand that any misrepresentation or omission of facts called for may result in refusal to hire or, if hired, may result in my dismissal at any time regardless of when the false answer or omissions are discovered.

Initial: \_\_\_\_\_ I recognize that this employment application is not an offer of employment. I agree that if the Company hires me, **I will be an at-will employee**, meaning that either the Company or I may end the employment relationship at any time with or without cause or notice. I understand that only the CEO of Bowles Farming Company, and no manager, supervisor, or other representative of the Company, has the authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the at-will employment relationship, and with respect to any agreement entered into by the CEO, any such agreements must be in writing and signed by the CEO and by me or my authorized representative.

Initial: \_\_\_\_\_ I further understand and agree that, except for my at-will employment status, if hired, my wages, hours, working conditions, job assignment(s), and compensation rate(s) will be subject to change by Bowles Farming Company.

Initial: \_\_\_\_\_ I understand that if I am offered employment, I may be required to sign a non-solicitation and nondisclosure agreement, as a condition of the employment.

Initial: \_\_\_\_\_ I understand that the Company may share the information contained in this application with other Company employees for employment and administrative purposes and hereby consent to such transfer.

Initial: \_\_\_\_\_ I hereby authorize, to the extent allowed by applicable federal state and local laws, Bowles Farming Company to conduct its own investigation of my references, employment history, and education and, further, authorize the references and prior employers I have listed to disclose to the Company information related to my employment history and qualifications for the position for which I am applying, without giving me prior notice of such disclosure.

Initial: \_\_\_\_\_ I understand and expressly agree that if employed by the Company, storage areas provided for me (locker, desk, etc.) are open to investigation by the Company without prior notice to me.

Initial: \_\_\_\_\_ I understand that the Company may not ask or require applicants to disclose past salary, wages or other compensation.

**My signature below certifies that I agree to be bound by the terms and conditions stated in this application, which contains all the understandings between the Company and me concerning the topics addressed herein, and supersedes any prior inconsistent understandings between the Company and me on such issues.**

APPLICANT'S SIGNATURE:

DATE:

This application will only be considered for **60** days. If you have not been hired within **60** days of submitting this application and you wish to continue to be considered for employment, you must complete another application.

We appreciate your interest in **Bowles Farming Company ("Company")**. Bowles Farming Company is an equal employment opportunity employer. The Company's policy is not to discriminate against any applicant for employment or employee, intern, volunteer, etc., based on race, color, sex, religion, national origin, age (40 and over), disability, military status, genetic information or any other basis protected by applicable federal, state, or local laws. Bowles Farming Company also prohibits harassment of applicants for employment or employees, interns, volunteers, etc., based on any of these protected categories.

**Bowles Farming Company** offers reasonable accommodations in the hiring and employment process for individuals with disabilities. If you need assistance in the application or hiring process to accommodate a disability, you may request an accommodation at any time.