

Johnson Service Group, Inc.
An Equal Opportunity Employer

Application for Employment
Pre-Employment Questionnaire

"It is the policy of Johnson Service Group to provide equal employment opportunities to all qualified persons without regard to race, color, religion, national origin, age, sex, disability, protected veteran status or any other characteristics protected by law."

Information:

Date: _____ Name: _____
Last First Middle

Address: _____
Street

City State Zip

Email: _____ Telephone Number: _____

Are you 18 years old or older: YES NO Best Time to Contact: _____

If no, do you have an appropriate work permit if required: YES NO

Employment Desired/Questionnaire

Date Available: _____ Position: _____

Salary Desired: _____ Special Skills: _____

Have you previously applied for a position with Johnson Service Group: YES NO

Are you currently working: YES NO What shift(s) do you prefer: 1st 2nd 3rd

Education *The Age Discrimination in Employment Act of 1967 prohibits discrimination on the basis of age with respect to individuals who are at least 40 but less than 70 years of age.*

1. High School (Name/Location): _____

Graduation Date: _____

2. College/Trade School (Name/Location): _____

Graduation Date: _____ Degree: _____

3. Technical/Vocational School (Name/Location): _____

Graduation Date: _____ Degree: _____

Physical Record:

Do you have any physical limitations that preclude you from performing the essential functions of the work for which you are being considered? YES NO

If yes, what can be done to accommodate your limitation? _____

Employment History *(starting from most recent employer)*

1. Name and Address of Employer: _____
Position and Duties: _____
Employment Dates: _____
Reason for Leaving: _____

2. Name and Address of Employer: _____
Position and Duties: _____
Employment Dates: _____
Reason for Leaving: _____

3. Name and Address of Employer: _____
Position and Duties: _____
Employment Dates: _____
Reason for Leaving: _____

References *(Names of 3 persons not related to you, who you have known at least 1 year)*

1. Name: _____
Company: _____
Phone Number: _____ Email: _____
How you know this reference and how long: _____

2. Name: _____
Company: _____
Phone Number: _____ Email: _____
How you know this reference and how long: _____

3. Name: _____
Company: _____
Phone Number: _____ Email: _____
How you know this reference and how long: _____

Johnson Service Group is an equal opportunity employer. Johnson Service Group does not discriminate in employment on account of race, color, religion, national origin, citizenship status, ancestry, age, sex, sexual orientation, marital status, physical or mental disability, military status or unfavorable discharge from military service.

I understand that neither the completion of this application nor any other part of my consideration for employment establishes any obligation for Johnson Service Group to hire me. If I am hired, I understand that Johnson Service Group can terminate my employment at any time and for any reason with or without cause and without prior notice. I understand that no representative of Johnson Service Group has the authority to make any assurance to the contrary.

I attest with my signature below that I have given to Johnson Service Group true and complete information on this application. No requested information has been concealed. I authorize Johnson Service Group to contact references provided for employment reference checks. If any information I have provided is untrue, or if I have concealed material information, I understand that this will constitute cause for the denial of employment or immediate dismissal.

Date: _____ Signature: _____



Voluntary Self Identification Form

Employee Name: _____

Date: _____

Positions Applying for: _____

Johnson Service Group is an Equal Opportunity/Equal Access/Affirmative Action employer and complies with all federal and state regulations. Employees are treated during employment and qualified applicants are considered for employment without regard to race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability, or status as a veteran.

Johnson Service Group is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, JSG invites you to voluntarily self-identify your race, ethnicity, disability and veteran status. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and will only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual

Please indicate the categories in which you should be reported.

I do not wish to answer

Racial/Ethnic, Gender Information

Please indicate gender: Male Female

Please select all that apply:

- Black or African American (Non-Hispanic or Latino):** A person having origins in any of the black racial groups of Africa.
- Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- Asian (Non-Hispanic or Latino):** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- American Indian or Alaska Native (Non-Hispanic or Latino):** A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment.
- Native Hawaiian or Other Pacific Islander (Non-Hispanic or Latino):** A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White (Non-Hispanic or Latino):** All persons having origins in any of the original peoples of Europe, North Africa or the Middle East.
- Two or More Races (Non-Hispanic or Latino):** Persons who identify with two or more racial categories named above.

Voluntary Self Identification Form

Disabled Status (Select One)

Not Disabled

Disabled

A person with a disability is a 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 impairment.

Veteran Status (Select all that apply)

I am not a veteran

I am a veteran

If you are a veteran who served on active duty in the U.S. military, ground, naval or air service and have been discharged or released, please indicate your most recent discharge date (mm/dd/yyyy) _____

If you are a Veteran, please select one or more categories below that apply to you:

Disabled Veteran

A disabled Veteran is:

1. A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or
2. Was discharged or released from active duty because of a service-connected disability.

Other Protected Veteran

An Other Protected Veteran is:

A veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

Armed Forces Service Medal Veteran

An Armed Forces Service Medal Veteran is:

A veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209, 3 CFR, 1996 Comp., P. 159).

Veteran – Not included in the Above Categories