



Airco Mechanical, Inc.
8210 Demetre Avenue
Sacramento, CA 95828
Lic. No. 311454

**EMPLOYMENT
 APPLICATION**

Position(s) Preferred 1. _____ 2. _____ Salary Expected \$ _____

PERSONAL

Name _____
 Last Nickname First Middle

Current Address _____
 Number & Street City State Zip

Telephone, home () _____ Telephone, office () _____

Do you have any friends or relatives working for Airco? Yes _____ No _____

If yes, state name(s) and relationship _____

REFERRAL SOURCE

Friend _____ Name Relative _____ Name

Advertisement _____ Name Other _____ Name

EDUCATION

	School & Location	Course	Grade Avg.	Grade Comp.	Degree
High School	_____	_____	_____	_____	_____
College	_____	_____	_____	_____	_____
Other	_____	_____	_____	_____	_____

List other industry study, postgraduate education, seminars, military training, etc. which would be applicable to position(s) applied for:

	Dates
_____	_____
_____	_____
_____	_____
_____	_____

MILITARY SERVICE

Have you obtained any special skills or abilities as the result of service in the military? Yes ___ No ___

If so, describe: _____

Account for all periods of unemployment. You must complete this section even if attaching a resume.

EMPLOYMENT HISTORY

Employer's Name _____

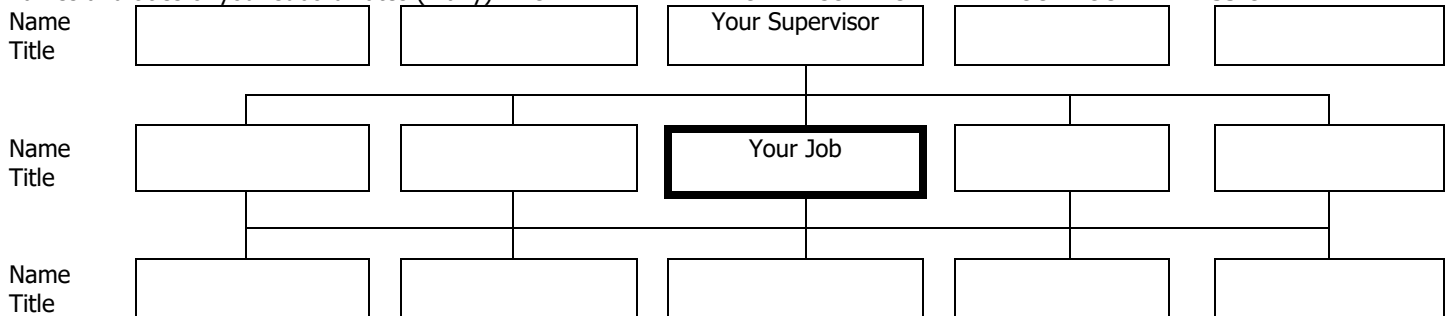
Address _____ Telephone () _____

Employment Dates (From) _____ (To) _____

Reason(s) for Leaving _____

YOUR JOB: Describe below your exact function in the organization. Also specify significant accomplishments and list noteworthy achievements while in this position.

Fill in your superior's name and title, the names and titles of the jobs and people (if any) most closely associated with you, and the names and titles of your subordinates (if any). NOTE: THEY WILL NOT BE CONTACTED WITHOUT YOUR PERMISSION.



EMPLOYMENT HISTORY

(Cont'd)

Employer's Name _____

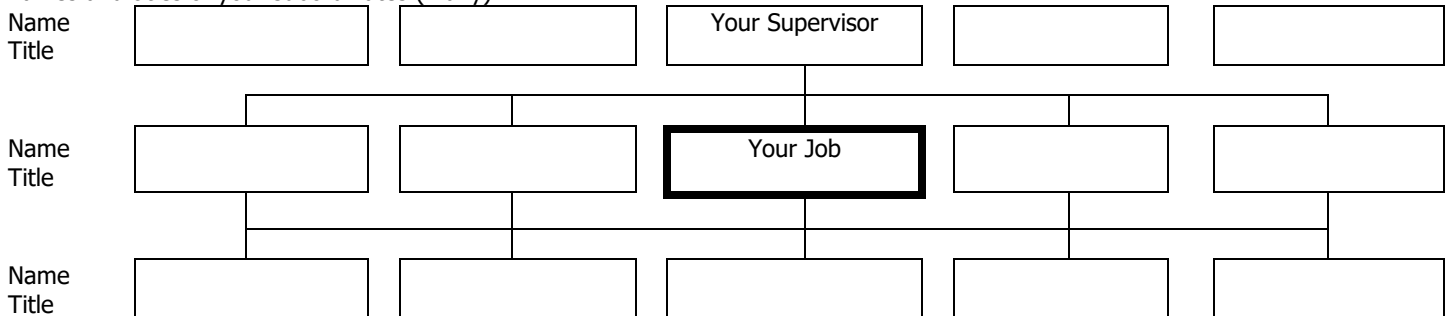
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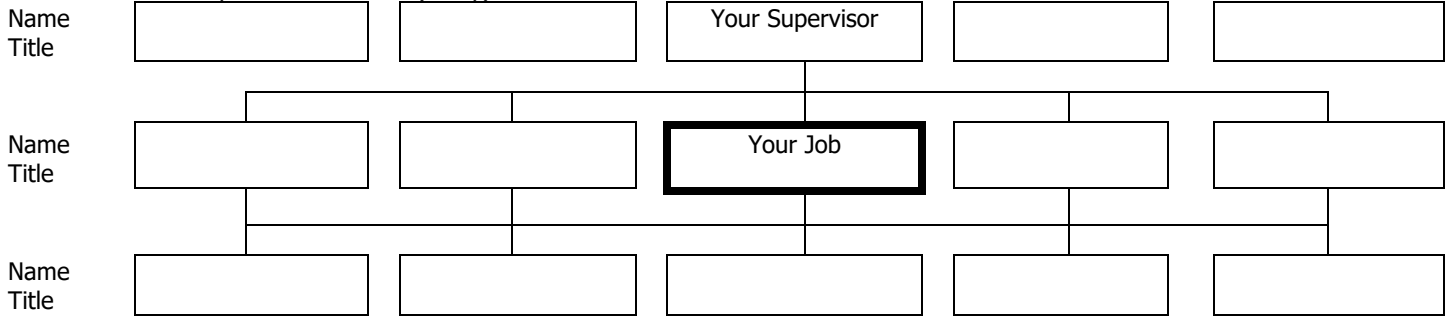
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OTHER EXPERIENCE, SKILLS, QUALIFICATIONS

List below any other experience, skills, or qualifications, etc. which you feel qualify you for the position(s) you seek:

Professional Licenses and Certificates:

REFERENCES List below three persons not related to you who have knowledge of your work performance within the last three years.

1. Name: _____	Association: _____
Address: _____	Telephone: _____
2. Name: _____	Association: _____
Address: _____	Telephone: _____
3. Name: _____	Association: _____
Address: _____	Telephone: _____

MISCELLANEOUS

- 1. Why are you applying for work at Airco Mechanical, Inc.? _____
- 2. What is your ultimate career goal? _____
- 3. If hired, would you have a reliable means of transportation to and from work: Yes _____ No _____
- 4. Are you at least 18 years old? Yes _____ No _____
(If under 18, hire is subject to verification that you are of minimum legal age.)
- 5. If hired, can you present evidence of your U.S. citizenship or proof of your legal right to live and work in this country? Yes _____ No _____
- 6. Are you able to perform the essential functions of the job for which you are applying? Yes _____ No _____
If no, describe the functions that cannot be performed. _____

(Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions.)

Are you able to perform all other duties of the job for which you are applying: Yes _____ No _____
If no, describe the functions that cannot be performed. _____

(Note: Hire may be subject to passing a medical examination, and to skill and agility tests.)

- 7. Are you willing to travel? Yes _____ No _____ What percent of the time? _____ %
- 8. Are you willing to relocate? Yes _____ No _____ Any geographic limitations? _____
- 9. Have you ever been convicted of a criminal offense (felony or serious misdemeanor)? (Convictions for marijuana-related offenses that are more than two years old need not be listed.) Yes _____ No _____
If yes, state nature of the crime(s), when and where convicted and disposition of the case. _____

(Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position(s) applied for may, however, be considered.)

- 10. Are you willing to take a drug test? Yes _____ No _____

Please Read Carefully, Initial Each Paragraph and Sign Below

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

I hereby authorize the company to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to the company any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this application. I further agree, in the event that I am hired by the company, that all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with the company, whether during or after that employment, will be submitted to binding arbitration. I agree that such arbitration shall be conducted under the Commercial Arbitration Rules of the American Arbitration Association. Arbitration shall be held in the County of Sacramento, State of California and California law applies. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

I understand that nothing contained in the application or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the company, and that no promises or representations contrary to the foregoing are binding on the company. Except for **employment at-will status**, any and all policies or practices can be changed at any time by Airco.

Date: _____ Applicant's Signature: _____

An Equal Opportunity Employer that employs, promotes and in all ways accords persons equal treatment without consideration to race, color, creed, sex, national origin or disability.