



Ridgeview Industries is committed to providing employment opportunities free of unlawful discrimination based on a person's race, color, religion, national origin, age, sex, weight, height, marital status, non-disqualifying disability, or any characteristic protected by law.

A TOBACCO-FREE WORKPLACE

## APPLICATION FOR EMPLOYMENT

### WE ARE AN EQUAL OPPORTUNITY EMPLOYER

	Last Name	First	Middle	Date
<b>P</b>	Street Address		How Long	Home Phone ( )
	City, State, County, Zip			Alternative Phone ( )
<b>R</b>	Are you 18 years of age or older? <input type="checkbox"/> Yes <input type="checkbox"/> No	Social Security No.		Business Phone ( )
	Have you ever applied for employment with us? <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes: Dates:		Are you interested in: Part Time                      Full Time                      Either	
<b>O</b>	Were you previously employed by us? <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes: Dates:		Are you available for: 1 <sup>st</sup> Shift    2 <sup>nd</sup> Shift    3 <sup>rd</sup> Shift    All	
	Who Referred You To Ridgeview? <input type="checkbox"/> EMPLOYEE <input type="checkbox"/> FRIEND <input type="checkbox"/> SCHOOL <input type="checkbox"/> AGENCY <input type="checkbox"/> AD <input type="checkbox"/> OTHER Explain:			
<b>A</b>	POSITION DESIRED:	Rate of Pay Expected	When will you be available to begin work?	
	Are you legally eligible for employment in the United States?		Are you currently employed or self-employed?	
State names of relatives and friends working for us.				
Have you ever been convicted of any crime other than a minor traffic violation? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, give dates and explain:				

**RIDGEVIEW INDUSTRIES DRUG TESTS ALL POTENTIAL AND CURRENT EMPLOYEES**

**NOTICE:** Our medical services provider uses the hair-follicle method when screening for illegal drug use because it can detect drug use within the past 90 days.

E D U C A T I O N		Name and Location of School	Course of Study	No. of Years Completed	Did you Graduate?	Degree or Diploma
	College				<input type="checkbox"/> Yes <input type="checkbox"/> No	
	High School				<input type="checkbox"/> Yes <input type="checkbox"/> No	
	Technical/ Skills Center				<input type="checkbox"/> Yes <input type="checkbox"/> No	

**EMPLOYMENT**

Please give accurate, complete full-time and part-time employment record. Start with present or most recent employer.

<b>1</b>	Company Name	Telephone ( )
	Address	Employed (State Month & Year) From To
	Name of Supervisor	Hourly/Salary Pay Start Last
	State Job Title and Describe Your Work	Reason for Leaving
	Shift	May we contact your present employer?
<b>2</b>	Company Name	Telephone ( )
	Address	Employed (State Month & Year) From To
	Name of Supervisor	Hourly/Salary Pay Start Last
	State Job Title and Describe Your Work	Reason for Leaving
	Shift	
<b>3</b>	Company Name	Telephone ( )
	Address	Employed (State Month & Year) From To
	Name of Supervisor	Hourly/Salary Pay Start Last
	State Job Title and Describe Your Work	Reason for Leaving
	Shift	
<b>4</b>	Company Name	Telephone ( )
	Address	Employed (State Month & Year) From To
	Name of Supervisor	Hourly/Salary Pay Start Last
	State Job Title and Describe Your Work	Reason for Leaving
	Shift	

**Military COMPLETE THIS SECTION IF YOU SERVED IN THE U.S. ARMED FORCES**

<b>5</b>	Describe your duties and any special training	Branch of Service
		Period of Active Duty (Month & Year) From: To:
		Rank at Discharge:
		Date of Final Discharge

**Special Skills and Qualifications**

Summarize special job-related skills and qualifications acquired from employment or other experience. Include language skills other than English and your competency in them. Also include equipment or machines with which you've had experience.

---



---



---

**APPLICANT STATEMENT**

(You Must Sign This Applicant Statement To Be Considered For Employment)

I hereby affirm that the information provided on this application (and accompanying resume, if any) is true and complete. I also agree that any false information, misrepresentations, or omissions, verbal or written, may disqualify me from further consideration for employment and may result in discipline or dismissal if discovered at a later date.

I authorize a thorough investigation of all statements and references contained in this application and of my employment, education, and military history, including discipline and attendance records by RIDGEVIEW INDUSTRIES, and agree to cooperate in such investigation. I release from all liability and responsibility all persons and corporations requesting or supplying such information and references to RIDGEVIEW INDUSTRIES and waive any right to notice of such disclosure.

Should I receive a conditional offer of employment, I agree to submit to any physical and/or psychological medical examination. I further authorize any physician or entity conducting such medical examination to release the results of such examination to RIDGEVIEW INDUSTRIES. I also understand that if I have a protected disability that affects my ability to perform the job I seek, I may ask RIDGEVIEW INDUSTRIES to attempt to make reasonable accommodation for it. I must let RIDGEVIEW INDUSTRIES know of my need for accommodation as soon as possible.

I give my consent for RIDGEVIEW INDUSTRIES through an authorized testing service of its choice, to collect blood, urine, hair or saliva samples from me and to conduct any other necessary medical tests to determine the presence of alcohol, drugs, or controlled substances. Further, I give my consent for the release of test results and other relevant medical information to authorized RIDGEVIEW INDUSTRIES management for appropriate review. If I am accepted for employment by RIDGEVIEW INDUSTRIES, I consent to be tested in the above manner during my employment when, in Company's judgment, such testing is appropriate. I acknowledge that remaining free of illegal drug use and complying with the Company's substance abuse policy is a condition of my employment.

I agree that except at the request and for the benefit of RIDGEVIEW INDUSTRIES, I will not disclose to anyone, or use for my own purposes, any of the Company's confidential or proprietary information, either during or after my employment. I understand and agree that the Company's trade secrets, bidding, costs, pricing, and market information and techniques, designs, methods of engineering and production, financial and market information, computer software, sources of supply, and customer names and information are confidential and proprietary information of the Company. I also agree that I will not make written or other copies of notes regarding these matters except as necessary to perform my job, and I agree that if my employment with the Company ends, I will deliver to the Company all material of any kind that I have relating to the Company, including any such copies or notes. I also agree that I will disclose and assign to the Company any invention, design or process which I conceive or develop while employed by the Company relating to the Company's business or to any product or service offered or being developed by the Company, and that all such designs or conceptions shall be the property of the Company.

I understand that all employees of RIDGEVIEW INDUSTRIES are employed on an indefinite basis and are subject to termination at any time, with or without prior notice, discipline, or warning, for any or no reason. I understand that no person other than the President of RIDGEVIEW INDUSTRIES has the authority to offer employment for any specified period or to make any different agreement. No such agreement by the President will be enforceable unless it is in writing, pertains specifically to me, and is signed by the President. Without limiting the foregoing, I further understand that I am required to abide by all rules and regulations of RIDGEVIEW INDUSTRIES and to work the hours, days, and shifts (either day or night) scheduled by the management of the business unit where I am employed.

In exchange for the Company considering my application for employment, and except as prohibited by law, I agree that I must file any and all claims and/or lawsuits arising out of or pertaining in any way to my application for employment, employment or termination of employment within six (6) months of the event giving rise to the claim and/or lawsuit. I understand that applicable statutes of limitations may be longer than six (6) months. However, I agree to be bound by this shorter, six (6) month period of limitations and accordingly WAIVE ANY STATUTE OF LIMITATIONS TO THE CONTRARY. This waiver includes, but is not limited to, waiver of statutes of limitation that apply to state or federal civil rights statutes.

**Date** \_\_\_\_\_ **Applicant Signature** \_\_\_\_\_

Ridgeview Industries is committed to providing employment opportunities free of unlawful discrimination based on a person's race, color, religion, national origin, age, sex, weight, height, marital status, non-disqualifying disability, or any characteristic protected by law.

While Ridgeview Industries' Mission Statement provides that the Company is operated on the foundations of teamwork, integrity, and faith in God, the Company recognizes and respects different religious beliefs and reaffirms that it provides employment opportunities without regard to a person's religion.