

Present or Last Employer _____ Address _____ City, State, Zip Code _____ Telephone _____	<u>Employed</u> From _____ (mo/yr) <u>To</u> _____ (mo/yr)	<u>Pay</u> \$ _____ Start \$ _____ Final	<u>Your Title or Position</u> _____ <u>Name and Title of</u> <u>Last Supervisor</u> _____	<u>Exact Reason for Leaving</u>
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Have you ever worked for this Company? [] Yes [] No

If Yes, please give dates and position: _____

Have you ever been terminated or asked to resign from any job? [] Yes [] No

If Yes, please explain circumstances: _____

Please explain fully any gaps in your employment history: _____

May we contact your current employer? [] Yes [] No. If No, please explain: _____

Please indicate any actual experience, special training and qualifications that you have which you feel are relevant to the position for which you are applying. _____

Do you have any commitments, including but not limited to a non-compete or non-solicitation or confidentiality agreement with any current or former employer, which may affect or restrict your potential employment or ability to perform the duties for which you are applying?

[] Yes [] No. If Yes, please explain: _____

Have you ever used another name? [] Yes [] No. Is any additional information relative to change of name, use of an assumed name, or nickname necessary to enable a check on your work and educational record? If yes, please explain: _____

Can you supply proof of eligibility to work in the United States? [] Yes [] No

If hired, can you furnish proof that you are 18 years of age or older? [] Yes [] No

Are you capable of satisfactorily performing the essential job duties required of the position for which you are applying? [] Yes [] No

Do you have adequate transportation to and from work? [] Yes [] No

EDUCATION

School Name	Years Completed (Circle)	Diploma/Degree	Describe Course of Study or Major	Describe Specialized Training, Experience, Skills and Extra-Curricular Activities
Elementary:	4 5 6 7 8			
High School:	9 10 11 12			
College/University:	1 2 3 4			
Graduate/Professional:	1 2 3 4			
Trade or Correspondence:				
Other:				

IMPORTANT INSTRUCTIONS TO ALL APPLICANTS FOR ANSWERING THE NEXT TWO CRIMINAL BACKGROUND QUESTIONS

- All Applicants: Do not include minor traffic citations. Do not include arrests or convictions that were sealed, eradicated, erased, annulled, or restricted by a court, or expunged, or convictions that resulted in referral to a diversion program.
- California Applicants: Do not include misdemeanor marijuana-related convictions that are more than two (2) years old or misdemeanor convictions for which probation was successfully completed or otherwise discharged and the case was judicially dismissed.
- City of Philadelphia Applicants: Do not respond to either of the questions below regarding criminal history. During the hiring process, a pre-employment background check will be conducted in accordance with applicable federal, state, and local law.
- Connecticut Applicants: Do not disclose the existence of any arrest, criminal charge or conviction, the records of which have been erased pursuant to section 46b-146, 54-76o or 54-142a of the Connecticut General Statutes. Criminal records subject to erasure pursuant to section 46b-146, 54-76o or 54-142a of the Connecticut General Statutes are records pertaining to a finding of delinquency or that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that has been dismissed or nolle, a criminal charge for which the person has been found not guilty or a conviction for which the person received an absolute pardon. Any person whose criminal records have been erased pursuant to section 46b-146, 54-76o or 54-142a of the Connecticut General Statutes shall be deemed to have never been arrested within the meaning of the general statutes with respect to the proceedings so erased and may so swear under oath.
- District of Columbia Applicants: Do not include misdemeanor or felony convictions over 10 years old.
- Hawaii Applicants: Do not respond to either of the questions below regarding criminal history. During the hiring process, a pre-employment background check will be conducted in accordance with applicable federal and state law.
- Massachusetts Applicants: Do not respond to either of the questions below regarding criminal history. During the hiring process, a pre-employment background check will be conducted in accordance with applicable federal and state law.
- New York Applicants: All pending or criminal accusations must be disclosed. You are not, however, to disclose arrests or criminal accusations that resulted in criminal actions or proceedings which were terminated in your favor, or criminal actions or proceedings that were sealed or classified as youthful offender adjudications. Moreover, the Company will only take into account those factors enumerated in Article 23-A of the New York Corrections Law concerning a previous criminal conviction. An ex-offender who is denied employment may, upon written request, receive a statement of the reason(s) for denial within thirty (30) days of the applicant's request for such information.
- New Hampshire Applicants: Answer only the following question, "Have you ever been arrested for or convicted of a crime that has not been annulled?"

- 10. Pennsylvania Applicants: Felony and misdemeanor convictions will be considered to the extent that they relate to the applicants' suitability for employment in the position for which he has applied. The Company will notify you in writing if a decision not to hire is based in whole or in part on criminal history information.
- 16. Rhode Island Applicants: Do not respond to the second question.
- 17. Utah Applicants: Do not include any misdemeanor convictions in response to the first question. Do not respond to the second question.
- 18. Washington Applicants: Do not include misdemeanor or felony arrests or convictions over 10 years old.
- 19. Wisconsin Applicants: The Company will only consider those convictions and/or pending charges that substantially relate to the circumstances of the job to which you have applied.

Have you ever plead guilty or no contest to, or been convicted of any criminal offense other than the applicable exceptions listed above? Yes No

Have you ever been arrested for any matters for which you currently are out on bail or on your own recognizance pending trial? Yes No

(NOTE: Answering "yes" to these questions does not constitute an automatic bar to employment. The Company will consider the nature of the crime, its seriousness, the substantial relation to the position's functions and qualifications, the number of occurrences, the applicant's age at the time of the crime, the time elapsed since the crime, the applicant's entire work and educational history, employment references and recommendations, and the business necessity of any exclusion when required by state, local, or federal law.)

CRIMINAL OFFENSES ONLY: If you answered Yes to either of the above two questions, please provide the date(s) and explain in accordance with the above instructions so that individual circumstances can be considered. _____

Have you ever been a defendant in a civil suit on an intentional tort? Yes No

If Yes, please provide the date(s) and details so that individual circumstances can be considered: _____

PERSONAL REFERENCES

Please list people who know you well -- **not** previous employers or relatives

Name	Occupation	Address (Street, City and State)	Telephone Number	Number of Years Known

APPLICANT CERTIFICATIONS AND UNDERSTANDING

By my signature below, I acknowledge and certify the following:

I understand that the Company is committed to providing equal employment opportunities to all employees and applicants without regard to race, religion, color, sex, sexual orientation, national origin, ancestry, citizenship status, uniform service member status, marital status, pregnancy, age, disability, genetic information, or any other protected status in accordance with all applicable federal, state and local laws. I further understand and have been advised that it is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. Under Maryland law, an employer may not require or demand, as a condition of employment, prospective employment, or continued employment, that an individual submit to or take a polygraph examination or similar test. An employer who violates this law shall be subject to criminal penalties and civil liability.

I understand that if I fail to provide full and complete responses to each inquiry on this application (except those for which I am specifically directed not to answer), I may be disqualified from hiring consideration;

I understand that this application will be considered "active" for a maximum of thirty days and that if I want to be considered for employment after that time, I must reapply;

I acknowledge that I received a separate written notification that the Hospital may obtain a Consumer Report on me for use in connection with my application for employment and, if hired, my employment with the Hospital, and I specifically authorize the Hospital to obtain this Report;

I hereby certify that the information given by me on this application and during the interview process is true and complete in all respects, and I understand that if the information is found to be false, misleading, incomplete, or unsatisfactory in any respect I will be disqualified from consideration for employment or subject to immediate dismissal if discovered after I am hired;

I UNDERSTAND THAT IF HIRED I WILL BE EMPLOYED AT-WILL, WHICH MEANS THAT I HAVE THE RIGHT TO TERMINATE MY EMPLOYMENT AT ANY TIME WITHOUT CAUSE OR NOTICE AND THAT THE COMPANY HAS A SIMILAR RIGHT AND THAT NO MANAGEMENT LEVEL EMPLOYEE HAS MADE ANY STATEMENTS OR REPRESENTATIONS TO ME WHICH ARE CONTRARY TO OR CONTRADICT EMPLOYMENT AT-WILL STATUS.

DO NOT SIGN UNTIL YOU HAVE READ AND UNDERSTAND THIS STATEMENT

Signature of Applicant

Date