

Record of Previous Employment (continued)

_____ Present or Last Employer _____ Address _____ City, State, Zip _____ Telephone	Employed Dates From: _____ To: _____ Pay Start: _____ Final: _____	_____ Your Title or Position _____ Tasks Performed _____ Name and Title of Supervisor	Reason for Leaving
_____ Present or Last Employer _____ Address _____ City, State, Zip _____ Telephone	Employed Dates From: _____ To: _____ Pay Start: _____ Final: _____	_____ Your Title or Position _____ Tasks Performed _____ Name and Title of Supervisor	Reason for Leaving
_____ Present or Last Employer _____ Address _____ City, State, Zip _____ Telephone	Employed Dates From: _____ To: _____ Pay Start: _____ Final: _____	_____ Your Title or Position _____ Tasks Performed _____ Name and Title of Supervisor	Reason for Leaving

Question 1: Have you ever been terminated or asked to resign from any job? **YES NO**

If You answered yes to Question 1 explain the circumstances.

Question 2: Please fully explain any gaps in your employment history.

Question 3: Can We Contact your current employer? **YES NO** If no Please Explain.

Question 4: Please indicated any actual experience, training, or qualifications that you have which you feel are relevant for the position for which you are applying.

Question 5: 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 work experience or educational record? If yes please explain?

Question 6: If hired, can you provide proof that you are over 18 years of age? **YES NO**

Question 7: Are you capable of satisfactorily performing the essential job duties required of the position for which you are applying?

YES NO

Question 8: Do you have adequate transportation to and from work? **YES NO**

Question 9: How many days of work have you missed in the last 3 years due to reasons other than paid holidays or vacation?

Year	# of Days	Year	# of Days
------	-----------	------	-----------

Education

School Name	Years Completed	Diploma/Degree	Course of Study or Major	Describe Specialized training, experience, skills, and extra-curricular activities.
Elementary:				
High School:				
College/University:				
Graduate/Professional:				
Trade or Correspondence:				
Other:				

Personal References— List people who know you well—not previous employers or relatives.

Name	Occupation	Address	Telephone Number	# of Years Known

THIS APPLICATION WILL BE CONSIDERED OPEN FOR THIRTY (30) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY.

I CERTIFY THAT ALL THE INFORMATION THAT I HAVE PROVIDED ON THIS APPLICATION IS TRUE AND ACCURATE.

Signature

Date

APPLICANT'S STATEMENT AND AGREEMENT

In the event of my employment to a position in this Company, I will comply with all rules and regulations of Solid Waste of Willits, Inc.(SWOW) I understand that the company reserves the right to require me to submit a test for the presence of drugs in my system prior to employment and at any time during my employment, to the extent permitted by law. I consent to the disclosure of the results to SWOW. I also understand that I may be required to take other tests such as personality and honesty tests, prior to and during my employment. I understand that should I decline to sign the consent or take any of the above tests my application for employment may be rejected or my employment may be terminated.

I further understand that SWOW may obtain Public Records about me as part of a background investigation and that I may waive the right to receive a copy of such Public Records by checking the box to the right [].

I further understand that the SWOW may contact my previous employers. I authorize those employers to disclose to SWOW all records and information pertinent to my employment with them. In addition to authorizing the release of any information regarding my employment, I hereby waive any rights or claims I have or may have against my former employers, their agents, employees, and representatives, as well as other individuals who release information to SWOW and release them from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable to me. I authorize the persons named herein as personal references to provide SWOW with any pertinent information they may have regarding myself. I hereby state that all the information that I have provided on this application or any other documents completed in connection with my employment, and in any interview is true and accurate. I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that if I am employed and any information provided to SWOW is found to be false or incomplete in any respect, I may be dismissed.

I further agree and acknowledge that SWOW and I will utilize binding arbitration to resolve all disputes that may arise out of this employment context. Both SWOW and I agree that any claim, dispute, and/or controversy that either I may have against SWOW (or its owners, directors, officers, managers, employees, agents, and parties affiliated with its employee benefit and health plans) or the Company may have against me, arising from, related to, or having any relationship or connection whatsoever with my seeking employment with, employment by, or other association with SWOW shall be submitted to and determined exclusively by binding arbitration under the Federal Arbitration Act, in conformity with the procedures of the California Arbitration Act (Cal. Code Civ. Proc. Sec 1280 et seq., including section 1283.05 and all of the Act's other mandatory and permissive rights to discovery). Included within the scope of this Agreement are all disputes, whether based on tort, contract, salute (including, but not limited to, any claims of discrimination and harassment, whether they be based on the California Fair Employment and Housing Act, Title VII of the Civil Rights Act of 1964, as amended, or any other state of federal law or regulation), equitable law, or otherwise, with exception of claims arising under the National Labor Relations Act which are brought before the National Labor Relations Board, claims for medical and disability benefits under the California Worker's Compensation Act, Employment Development Department claims, or as otherwise required by state or federal law. However, nothing herein shall prevent me from filing and pursuing proceedings before the California Department of Fair Employment and Housing, or the United States Equal Employment Opportunity Commission (although if I choose to pursue a claim following the exhaustion of such remedies, that claim would be subject to the Provisions of this Agreement). In addition to any other requirements imposed by law, the arbitrator selected shall be a retired California Superior Court Judge, or otherwise qualified individual to whom the parties mutually agree, and shall be subject to disqualification on the same grounds as would apply to a judge of such court. All rules of pleading (including the right of demurrer), all rules of evidence, all rights to resolution of the dispute by means of motions for summary judgment, judgment on the pleadings, and judgment under Code of Civil Procedures Section 631.8 shall apply and be observed. Resolution of the dispute shall be based solely upon the law governing the claims and defense pleaded, and the arbitrator may not invoke any basis (including but not limited to, notions of "just cause") other than such controlling law. The arbitrator shall have the immunity of a judicial officer from civil liability when acting in the capacity of an arbitrator, which immunity supplements any other existing immunity. Likewise, all communications during or in connection with the arbitration proceedings are privileged in accordance with Cal. Civil Code Section 47(b). As reasonably required to allow full use and benefit of this agreement's modifications to the Act's procedures, the arbitrator shall extend the times set by the Act for the giving of notices and setting of hearings. Awards shall include the arbitrator's written reasoned opinion. I understand and agree to this binding arbitration provision, and both I and SWOW Inc. give up our right to trial by jury of any claim I or SWOW may have against each other.

If hired, I agree as follows: My employment and compensation is terminable at will, is for no definite period, and my employment and compensation may be terminated by either SWOW Inc, or me at any time and for any reason whatsoever, with or without good cause.

This is the entire agreement between SWOW Inc. and me regarding dispute resolution, the length of my employment, and the reasons for termination of employment, and this agreement supercedes any and all prior agreements regarding these issues. It is further agreed and understood that any agreement contrary to the foregoing must be entered into, in writing, by the President of the Company. No supervisor or representative of the Company, other than its CEO and/or President, has any authority to enter into any agreement for employment for any specified period of time or make any agreement contrary to the foregoing. Oral representation made before or after you are hired do not alter this Agreement.

If any terms or provision, or portion of this Agreement is declared void or unenforceable it shall be served and the remainder of the Agreement shall be enforceable.

If you have any questions regarding this statement, please ask a company representative before signing.

I HEREBY ACKNOWLEDGE THAT I HAVE READ THE ABOVE STATEMENT

Signature

Date