



Pecan Plantation Owner's Association Application for Employment

- All information obtained within this application will be held in strict confidence, subject to applicable law.
- Please complete all applicable sections and sign where indicated.
- Please print clearly.

Pecan Plantation Owner's Association Inc. prides itself on being an Equal Opportunity Employer. We will not discriminate because of sex, age, race, physical disability, religion, ethnicity, mental disability, marital status, ancestry or place of origin.

Date:	Position(s) Applied for:	FT or PT
Name:	Social Security #:	
Address:	Telephone: ()	
City/State:	ZIP:	
Are you legally entitled to work in the U.S.? <small>Proof will be required upon hire</small>		
Have you been convicted of any crimes other than those relating to traffic violations: If yes, please explain:		
Date you are available for employment:	Wage or Salary desired:	
Have you ever worked for Pecan Plantation Country Club before?	If yes, when?	
List any friends or relatives working for Pecan Plantation:		

Highest level of education completed:
Name of educational institute:
What machines or equipment have you operated which relate to the position you have applied for?
Are there any skills, experience or other qualifications which you feel would assist you in performing the duties of the position for which you have applied?

List below your last three employers, starting with the most recent.

Employer's Name:	Start Date:	Departure Date:
Reason for Departure:		
Supervisor's Name:	Telephone: ()	
Position(s) Held:		
Duties:		
May we contact this employer? (If not, state reason)		

Employer's Name:	Start Date:	Departure Date:
Reason for Departure:		
Supervisor's Name:	Telephone: ()	
Position(s) Held:		
Duties:		
May we contact this employer? (If not, state reason)		

Employer's Name:	Start Date:	Departure Date:
Reason for Departure:		
Supervisor's Name:	Telephone: ()	
Position(s) Held:		
Duties:		
May we contact this employer? (If not, state reason)		

If you are applying for a job that requires driving, please complete this section:

Do you have a valid driver's license? _____ License #: _____ State: _____

False information given or implied on an application form is grounds for immediate dismissal without further notice.

I hereby state that all information provided is accurate and may be verified by you. I agree that I may be discharged if Pecan Plantation Owner's Association Inc. at any time learns of falsification or material omission in the information provided on this application form and related documents. Pecan Plantation Owner's Association Inc. may contact my former employer in connection with the consideration of my employment with them. All references are hereby authorized to release all information which they may have relevant to my employment with them. I hereby release Pecan Plantation Owner's Association Inc., its affiliates, successors, and assigns, and all references from any liability that might be claimed because of information provided by such references.

I agree that I will follow all Company policies, rules, procedures and all other directions pertaining to my employment. I understand that PPOA Inc reserves the right to add, change, and/or delete any policies, procedures, work rules, and/or benefits at any time.

Applicant Signature

Date

NO CONSIDERATION OF EMPLOYEMENT WILL BE GIVEN TO ANY APPLICANT WHO DOES NOT SIGN THE ABOVE STATEMENT.

Authorization for Criminal History Record Check

I, _____, authorize Pecan Plantation Owner's Association Inc. to obtain from the appropriate County, State, or Federal authorities a report of my previous criminal history.

I understand that this inquiry is designed to produce information on my criminal background and character as it relates to my employment. I understand that this information may be obtained at any time during the course of the application process or during my employment with PPOA Inc. I have been advised that this type of report is a normal part of the employment application process for the position I will be seeking. I understand that a criminal conviction will not automatically disqualify me for a job with PPOA Inc. and that PPOA Inc. will consider mitigating factors such as, but not limited to, the seriousness of the crime, the frequency of violations, and the time frame that has elapsed since the crime.

Applicant Signature

Date

Authorization for Consumer Reporting Agency Check

I, _____, authorize PPOA Inc to obtain from a consumer reporting agency a report on my qualifications for employment. I understand that this inquiry is designed to produce information on my financial and personal background which is related to the work I am or will be doing, and may be obtained at any time during the course of the application process, or during my employment with PPOA. I have been advised that this type of report is a normal part of the employment application process for the position I will be seeking.

Applicant Signature

Date

Pre-Employment Drug Screening Applicant Consent and Release Form

I, _____, have read and understand Pecan Plantation Owner's Association Inc. Substance Detection Policy and agree to be bound thereby for purposes of applying for, and if offered, accepting employment at PPOA Inc.

Specifically, I understand and agree to undergo substance (drug and alcohol) screening of my blood, urine, breath, saliva, or otherwise for purposes of assuming employment. I further understand and agree that, once employed, upon reasonable suspicion, or if I am involved in an accident or safety incident where there is reasonable suspicion. I will be subject to further substance screening or face disciplinary consequences, up to and including loss of employment. I hereby authorize any Company employee, designated physician, laboratory, hospital or medical professional to conduct such screening and provide the results thereof to the Company, and I release any such designated institution or person from liability.

I also understand and agree that, once employed, certain areas, such as my work area, desk, files, any Company motor vehicle, my personal vehicle, lunch box, wallet or purse, and outer clothing may be subject to search, without cause or suspicion of substance possession, depending upon the circumstances, as set forth in the policy.

Applicant Signature

Date