**Varsity, Inc.**

**Return your application by:**

1- email to varsity.harvis@gmail.com

2- fax to 570-542-4045  Attn: Brian, or

3- mail application to:

 **Varsity, Inc.**

 **c/o  Harvis, Inc.**

 **75 Rockview Avenue**

 **Shickshinny, PA 18655**

**Please do not drop applications off at Swoyersville or Shickshinny offices.**

1204 Main Street Swoyersville, PA 18704
Recruiting Office Phone: 570-542-5330

 Recruiting Toll Free:  866-285-2746
Recruiting Fax: 570-542-4045
Website: [www.varsityinc.net](http://www.varsityinc.net/)

Recruiting Email: **varsity.harvis@gmail.com**

***Application for Employment***

Only candidates meeting our experience qualifications will be contacted for further review and consideration. Thank you for your interest.

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position Applied For:** ❑ **Laborer**  ❑ **Driver/CDL**  **Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Telephone: (\_\_\_\_) \_\_\_\_\_\_\_\_\_\_\_\_\_ Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Current Address, City, State, Zip\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Are you currently employed?     ❑ Yes ❑ No On what date are you available to start work? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please explain your desired starting wage range ? Low $\_\_\_\_\_\_\_\_\_per hour to High $\_\_\_\_\_\_\_\_\_per hour

 *NOTE: At this time, the Company does not provide health insurance benefits or other paid time off benefits.*

***Check one or more of the boxes below to explain your availability to work***

 ❑ I’ll work any hours; any time. ❑ I can ONLY work WITHIN the times below ❑ I’m flexible on start and end times

**Directions:** On a daily basis, write in the earliest possible time you are available to report for work and the latest you could remain at work until finished. If any day is no good, write “none” in the box for that day. Schedule changes and overtime are mandatory.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
| Starting Time |  **am** |  **am** |  **am** |  **am** |  **am** |  **am** |  **am** |
| Ending Time | **pm** | **pm** | **pm** | **pm** | **pm** | **pm** | **pm** |

***Read each workplace notice then initial at the left to acknowledge your understanding***

* You must have reliable transportation and you understand you’ll use your own vehicle and gas to travel up to an hour or more each way to and from job sites. Travel from home to job sites is not paid work time.

\_\_\_\_

\_\_\_\_

\_\_\_\_

\_\_\_\_

\_\_\_\_

* In some cases, transportation from Swoyersville to the jobsite will be provided as a privilege and it is not considered paid work time. If provided, you still have the choice to ride as a passenger in a company vehicle or drive yourself and meet your co-workers at the job sites.
* Shifts can be from 8 to 12 or more hours depending on the location and type of work being done at the job site. It is common for overtime to be required. Overtime is paid after 40 hours in one week. Consider personal time obligations for travel and work shifts before applying.
* Physically demanding and repetitive work is performed outdoors in the elements without exception during all seasons. It is highly unlikely work would be cancelled or delayed for weather related reasons. Always report to work unless supervisor says otherwise. Always be dressed appropriately for safety, elements and environment.
* The Company has a ZERO TOLERANCE drug free workplace. Employees are subject to drug testing for any or no reason once employment is accepted. Failure to produce samples or negative test will result in immediate dismissal

***References*** List the Name, Address, and Telephone Number of three (3) references who are not relatives, current or former employees. By listing references, you give us permission to contact these references and ask questions about your experience, background, and other factors we believe are essential to the position.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Name                            Relationship                       Address                                              Phone #

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Name                            Relationship                       Address                                              Phone #

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Name                            Relationship                      Address                                             Phone #

***Please Answer The Following Questions With As Much Detail As Possible***

Please list the extent of your Education including trade schools, apprenticeship programs and military experience.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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Briefly explain why you want to work for our company and what your goals are for the future.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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List the landscaping or commercial construction equipment machines you operated where you have the MOST experience:

**(Example- Bobcat 5 yrs., Isuzu mini-excavator 7 years, Tri-axle 16 yrs., Kubota skid steer 8 months, Toro 455 Riding Mower, etc.)**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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Are you authorized to work in the United States? ❑ Yes ❑ No If hired, proof of eligibility will be required.

In the last five(5) years have you pled guilty, no contest or been convicted of a crime? ❑ Yes ❑ No

 If the above answer is “yes”, would your offense or conviction(s) be considered substantially related to the functions of the position for which you are applying? ❑ Not Sure ❑ Yes ❑ No

 If “Yes” for either answer, list date(s) of conviction(s), nature of offense(s) and sentence(s) imposed. Use separate sheet if necessary. NOTE: A conviction record will not necessarily disqualify you from consideration for employment.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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Do you have a Commercial Drivers License (CDL)? ❑ Yes ❑ No Class\_\_\_\_\_ Endorsements:\_\_\_\_\_\_\_\_  # Years Exp:\_\_\_\_\_\_

Without CDL, have you driven a truck? What kind:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Do you drive standard transmission? ❑ Yes ❑ No

Have you ever plowed snow? Provide details:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Do you have an active Pennsylvania or out of state Driver’s License? ❑ Yes ❑ No If yes, please fill in the following:

 Have you had any accidents during the past three years? ❑ Yes ❑ No If yes, how many?\_\_\_\_\_\_\_\_\_

 Have you had any moving violations during the past three years? ❑ Yes ❑ No If yes, how many?\_\_\_\_\_\_\_\_\_

 Do you have any travel restrictions? ❑ Yes ❑ No If yes explain: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

#### *Employment History* List the last three employers you had beginning with the most recent:

Employer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Telephone Number:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Your Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Last Salary or Rate/ Hour :\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Start Date: \_\_\_\_\_\_\_\_\_\_\_ Finish Date: \_\_\_\_\_\_\_\_\_\_\_\_May we contact this Company? ❑ Yes ❑ No

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.

Reason You Left: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Telephone Number:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Your Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Last Salary or Rate/ Hour :\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Start Date: \_\_\_\_\_\_\_\_\_\_\_ Finish Date: \_\_\_\_\_\_\_\_\_\_\_\_May we contact this Company? ❑ Yes ❑ No

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.

Reason You Left: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Telephone Number:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Your Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Last Salary or Rate/ Hour :\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Start Date: \_\_\_\_\_\_\_\_\_\_\_ Finish Date: \_\_\_\_\_\_\_\_\_\_\_\_May we contact this Company? ❑ Yes ❑ No

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.

Reason You Left: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*VARITY, INC. IS AN EQUAL OPPORTUNITY EMPLOYER*

Employment decisions are made without regard to race, color, religion, gender, sexual orientation, sexual preference, national origin, citizenship, age or disability.

*APPLICATION ACKNOWLEDGMENT*

I submit this application freely and willingly as a gesture of my interest in employment. I declare the information I provided herein is true, complete and represents an accurate statement of facts. If hired, I agree to abide by all policies and rules whether written, verbal or otherwise during my course of employment. If selected, I will be employed on an “at will” basis and either I or my employer will have the right to end our employment relationship at any time with or without notice or for any or no reason whatsoever. I understand any offer of employment or continued employment is not guaranteed for any length of time. I authorize an investigation of all statements contained in this application now and during the course of my employment. I understand that any misrepresentation or omission of facts is cause for dismissal at any time without any previous notice. Any corrections I wish to make to the information included herein must be submitted in writing. I hereby give Varsity, Inc. or their assigns full permission to contact schools, all previous employers (unless otherwise indicated), references and others and hereby release the employer from any liability as a result of such contact or references on my behalf.

 Signature of applicant: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Thank you for completing this employment application and for your interest in our business !