



Varsity, Inc.

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
Recruiting Email: varsity.harvis@gmail.com

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.

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 #
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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.

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

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.)

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.

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? <input type="checkbox"/> Yes <input type="checkbox"/> 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? <input type="checkbox"/> Yes <input type="checkbox"/> 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? <input type="checkbox"/> Yes <input type="checkbox"/> 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 !