

BACK FORTY, LLC.

APPLICATION FOR EMPLOYMENT

Your application will remain in our active file for approximately six months. After that time, please write to request us to reactivate your application.

Thank you for your interest in Back Forty, LLC. We are pleased that you choose to explore employment opportunities with our company.

All prospective employees will be expected to undergo a thorough background investigation which may include any or all of the following: integrity survey, credit history only for office personnel that has access to money transactions and/or business financial information, drug analysis, search of public records, employment history, or anything else that Back Forty, LLC. determines is necessary to investigate. This investigation is not a guarantee of employment, regardless of the results.

VALUES & COMMITMENTS

Quality — Back Forty's commitment to quality means adhering to the highest standards of ethical behavior, honesty, and integrity. Quality also means exceeding our clients' expectations by providing the best possible service. We can only achieve this by continuously striving for excellence in everything we do.

Opportunity — Back Forty is highly committed to personal development, cooperation, and good working conditions. We support open and direct communication in the workplace, as well as a work environment of dignity and respect for all employees. Back Forty, LLC. is pleased to be an equal opportunity employer.

Benefits — The company creates an environment of "no politics" and team spirit with a general philosophy of "work hard but have fun." Employees enjoy modern office settings and equipment.

APPLICATION FOR EMPLOYMENT

(PRE-EMPLOYMENT QUESTIONNAIRE) (AN EQUAL OPPORTUNITY EMPLOYER)

PERSONAL INFORMATION

LAST NAME	FIRST NAME	MIDDLE	SOCIAL SECURITY NUMBER
PRESENT ADDRESS			
PERMANENT ADDRESS (If different from above)			
HOME PHONE	MOBILE PHONE	EMAIL ADDRESS	DRIVER'S LICENSE & STATE
ARE YOU AT LEAST 18 YEARS OLD? (If under 18, proof of age and a work permit maybe required before hiring.) <input type="checkbox"/> YES <input type="checkbox"/> NO		DO YOU HAVE A LEGAL RIGHT TO WORK IN THE UNITED STATES? (Proof of identity and right to work in the US is a condition of employment.) <input type="checkbox"/> YES <input type="checkbox"/> NO	
IN CASE OF EMERGENCY NOTIFY			
NAME	RELATION	ADDRESS	PHONE NO.

EMPLOYMENT DESIRED

WHAT POSITION ARE YOU APPLYING FOR?	DAYS AND HOURS YOU ARE AVAILABLE	DATE YOU CAN START	SALARY DESIRED
	<input type="checkbox"/> FULL TIME <input type="checkbox"/> PART-TIME <input type="checkbox"/> TEMPORARY		
DO YOU HAVE FRIENDS / RELATIVES WORKING FOR BACK FORTY, LLC.? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, state names(s) and relationship(s).	IF APPLYING FOR TEMPORARY WORK, DATES AVAILABLE.		
	ARE YOU AVAILABLE FOR WORK ON WEEKENDS? <input type="checkbox"/> YES <input type="checkbox"/> NO		
	WOULD YOU BE AVAILABLE TO WORK OVERTIME? <input type="checkbox"/> YES <input type="checkbox"/> NO		
ARE YOU EMPLOYED NOW? <input type="checkbox"/> YES <input type="checkbox"/> NO	IF SO, MAY WE INQUIRE OF YOUR PRESENT EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO		
EVER APPLIED TO BACK FORTY, LLC. BEFORE? <input type="checkbox"/> YES <input type="checkbox"/> NO	JOB TITLE?	WHEN?	
EVER WORKED FOR BACK FORTY, LLC. BEFORE? <input type="checkbox"/> YES <input type="checkbox"/> NO	JOB TITLE?	WHEN?	
REASON FOR LEAVING			
NAME OF LAST SUPERVISOR AT BACK FORTY, LLC.			

EDUCATION

SCHOOL LEVEL	NAMES AND LOCATIONS OF SCHOOLS	NO. OF YEARS ATTENDED	DID YOU GRADUATE?	FIELD OF STUDY
HIGH SCHOOL			<input type="checkbox"/> YES <input type="checkbox"/> NO	
COLLEGE / UNIVERSITY			<input type="checkbox"/> YES <input type="checkbox"/> NO	
VOCATIONAL / BUSINESS			<input type="checkbox"/> YES <input type="checkbox"/> NO	
OTHER			<input type="checkbox"/> YES <input type="checkbox"/> NO	

GENERAL

DO YOU HAVE ANY OTHER EXPERIENCE, TRAINING, QUALIFICATIONS OR SKILLS, WHICH YOU FEEL ARE SUITED FOR WORK AT THIS COMPANY?
IF SO, PLEASE EXPLAIN:

EXPERIENCE (Please list your last three employers, beginning with most recent position. Include volunteer or military experience that may relate to the position you are seeking. Account for all periods of unemployment. You must complete this section even if you are attaching a resume.)

MOST RECENT EMPLOYER		MAY WE CONTACT?	TELEPHONE
		<input type="checkbox"/> YES <input type="checkbox"/> NO	
STREET ADDRESS			
SUPERVISOR'S NAME	SUPERVISOR'S TITLE	DATES OF EMPLOYMENT	
		From (Month/Year)	To (Month/Year)
YOUR JOB TITLE	SUPERVISOR'S TELEPHONE	SALARY (BASE PAY)	
		Start	Finish
		\$	\$
YOUR JOB DESCRIPTION / DUTIES / TYPE OF BUSINESS		BONUS	
		\$	
		REASON FOR LEAVING (or considering leaving)	

PREVIOUS EMPLOYER		MAY WE CONTACT?	TELEPHONE
		<input type="checkbox"/> YES <input type="checkbox"/> NO	
STREET ADDRESS			
SUPERVISOR'S NAME	SUPERVISOR'S TITLE	DATES OF EMPLOYMENT	
		From (Month/Year)	To (Month/Year)
YOUR JOB TITLE	SUPERVISOR'S TELEPHONE	SALARY (BASE PAY)	
		Start	Finish
		\$	\$
YOUR JOB DESCRIPTION / DUTIES / TYPE OF BUSINESS		BONUS	
		\$	
		REASON FOR LEAVING	

PREVIOUS EMPLOYER		MAY WE CONTACT?	TELEPHONE
		<input type="checkbox"/> YES <input type="checkbox"/> NO	
STREET ADDRESS			
SUPERVISOR'S NAME	SUPERVISOR'S TITLE	DATES OF EMPLOYMENT	
		From (Month/Year)	To (Month/Year)
YOUR JOB TITLE	SUPERVISOR'S TELEPHONE	SALARY (BASE PAY)	
		Start	Finish
		\$	\$
YOUR JOB DESCRIPTION / DUTIES / TYPE OF BUSINESS		BONUS	
		\$	
		REASON FOR LEAVING	

REFERENCES (Please list the names of three people not related to you, who have knowledge of your work performance within the last 3 years.)

NAME	ADDRESS PHONE EMAIL CONTACT INFO	BUSINESS	YEARS ACQUAINTED
1			
2			
3			

PERSONAL INFORMATION

1. IF HIRED, WOULD YOU HAVE RELIABLE MEANS OF TRANSPORTATION TO AND FROM WORK? YES NO

2. ARE YOU ABLE TO PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB WHICH YOU ARE APPLYING? YES NO

IF NO, DESCRIBE THE FUNCTIONS THAT CANNOT BE PERFORMED.

(Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants / employees to perform essential functions. Hire may be subject to passing a medical examination, and to skill and agility tests.)

3. WERE YOU EVER SERIOUSLY INJURED? YES NO

If yes, please provide details.

4. WHAT FOREIGN LANGUAGES DO YOU SPEAK FLUENTLY?

Read Write

5. HAVE YOU EVER BEEN CONVICTED OF A FELONY THAT HAS NOT BEEN JUDICIALLY EXPUNGED, SEALED OR ERADICATED?

If yes, state nature of crime(s), when and where convicted and disposition of the case(s). You will not be denied employment solely because of a conviction record, unless the offense is related to the job for which you have applied. Convictions for marijuana-related offenses that are more than two years old, need not be listed.

YES NO

PLEASE READ CAREFULLY, INITIAL EACH PARAGRAPH AND SIGN BELOW

_____ I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge, if I am employed, regardless of the time elapsed before discovery.

_____ Unless I specifically said "No," I agree that Back Forty, LLC. may contact my present and past employers to check this information and any matter related to my employment. I also authorize any person or Company to give Back Forty, LLC. any information that it requests about me. I waive and release all persons and companies from any liability or damages that may result from the use, disclosure, or release of this information, whether it is favorable or unfavorable to me. I also authorize Back Forty, LLC. to thoroughly investigate my references, education and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose any and all letters, reports and other information related to my suitability for employment, without giving me prior notice of such disclosure. In addition, I hereby release, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

_____ I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this application. I further agree, in the event that I am hired by Back Forty, LLC., that all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with, whether during or after that employment, will be submitted to binding arbitration. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

_____ I understand that neither this application nor any communication by a management representative is intended to create or does create a contract of employment, offer, or promise of employment. I acknowledge that if hired by the company, employment is on an at-will basis. This means the company is free to terminate my employment at any time, with or without cause or advance notice, in accordance with state law, and acceptance of employment is not a contract of employment for any specified time. Similarly, I am free to terminate my employment with the company at any time for any reason. This at-will provision may be modified or waived only in a written agreement signed by the CEO of the company and me.

The information that I have provided on this application is true and accurate to the best of my knowledge. I have read and agree to all of the above.

DATE

APPLICANT'S SIGNATURE