



Application for Employment

It is the policy of PAWS to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, national origin, age, mental or physical abilities, or sexual orientation.

(PLEASE PRINT – ALL QUESTIONS MUST BE ANSWERED)

Position Applied For: _____ Date of Application _____

Last Name	First Name	Middle Name	
Address	City	State	Zip Code
Daytime Phone Number ()	Evening Phone Number ()	Social Security Number	

If you are under 18 years of age, can you provide required proof of your eligibility to work? YYes YNo

Are you related to any Board member or staff member of this agency? YYes YNo

If yes, please state name, position and relationship: _____

Have you ever filed an application with us before? YYes YNo If yes, give date _____

Have you ever been employed with us before? YYes YNo If yes, give date _____

Are you currently employed? YYes YNo May we contact your present employer: YYes YNo

Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status?

YYes YNo *Proof of citizenship or immigration status will be required upon employment.*

On what date would you be available for work? _____

Are you available to work: YFull Time YPart Time YShift Work YTemporary

Can you work any day of the week if required? YYes YNo

If no, please explain: _____

Are you currently on "lay-off" status with another employer and subject to recall? YYes YNo

Can you travel if a job requires it? YYes YNo Do you have a valid driver's license? YYes YNo

Have you ever worked under another name? YYes YNo If yes, what name? _____

Have you been convicted of a felony within the last 7 years? YYes YNo

Conviction will not necessarily disqualify an applicant from employment.

If yes, please explain: _____

Education

	High School	Undergraduate College / University	Graduate/ Professional
School Name			
Location			
Years Completed (Please circle)	1 2 3 4	1 2 3 4	1 2 3 4
Describe Course of Study			
Did you graduate? What year?			
Describe any specialized training, apprenticeship or skills			
Describe any honors you have received			
State any additional educational or training information that will help us in considering your application			

List professional, trade, business or civic activities and offices held.

You may exclude memberships which would reveal sex, race, religion, national origin, age, ancestry, or handicap or other protected status.

References

List three references (whom you have known for at least five years) who are not related to you and are not previous employers.

Name	Address	Phone Number	Occupation

Employment Experience

Start with your present or most recent job. Include any job-related military service assignments and volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, handicapped or other protected status.

Employer	Dates From	Employed To	Work Performed
Telephone Number	Hourly Rate/ Starting	or Salary Final	
Job Title	Supervisor		
Reason for Leaving			

Employer		Dates	Employed	Work Performed
		From	To	
Address				
Telephone Number		Hourly Rate/	or Salary	
		Starting	Final	
Job Title	Supervisor			
Reason for Leaving				

Employer		Dates	Employed	Work Performed
		From	To	
Address				
Telephone Number		Hourly Rate/	or Salary	
		Starting	Final	
Job Title	Supervisor			
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Employer		Dates	Employed	Work Performed
		From	To	
Address				
Telephone Number		Hourly Rate/	or Salary	
		Starting	Final	
Job Title	Supervisor			
Reason for Leaving				

I certify that the facts contained in this application (and accompanying resume, if any) are true and complete to the best of my knowledge. I understand that any false statement, omission, or misrepresentation on this application is sufficient cause for refusal to hire, or dismissal if I have been employed, no matter when discovered by PAWS.

I understand that any employment is conditioned on a background check. I hereby give the Progressive Animal Welfare Society (PAWS) the right to make a thorough investigation of my employment, education and activities, and I release from all liability all persons, companies and corporations supplying such information. I indemnify PAWS against any liability that may result from such investigation.

Additionally, I understand that nothing contained in this employment application or in the granting of any interview is intended to create an employment contract between PAWS and myself for any term of employment or for the providing of any benefit. No promises regarding employment have been made to me and I understand that no such promise or guarantees are binding upon PAWS unless in writing. I further understand that no agent or representative other than the Executive Director of PAWS has the authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the foregoing.

Applicant's Signature

Date

Progressive Animal Welfare Society (PAWS)

RELEASE AND WAIVER

I, the undersigned applicant for employment with the Progressive Animal Welfare Society in Lynnwood, Washington, consent to your making inquiry of my references, prior and current employers, (except as noted), and educational institutions regarding my qualifications and information pertaining to my work record, my work habits, and my work performance while in their employ or school. I hereby waive my rights to privacy in this investigation, except as stipulated below.

I understand that, by signing below, I authorize my former employers and references to disclose any and all information in any personnel file, whether official or unofficial, regarding my former employment, character and general reputation to the Company; without giving me prior notice of such disclosure. I further waive any and all rights to seek redress in any manner, specifically, but not limited to lawsuit, from this investigation.

Signature of Applicant

Date

Printed Legal Name

Date of Birth (For ID Purposes Only)