



269 Germantown Bend Cv. Suite 203
 Cordova, TN 38018
 901-757-2550 – Tel
 901-757-2521 - Fax

POSITION APPLIED FOR	
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Employment Application

Pied Piper Pest Control, Inc. is an Equal Opportunity Employer

Thank you for your interest in Pied Piper Pest Control as an employer. Only final candidates for posted openings will be contacted by Pied Piper Pest Control.

GENERAL INFORMATION

Name (last, first, middle)

Social Security No.

TN Driver's License #

Street Address

City, State, Zip

Home Phone No.

Work Phone

Are you authorized to work in the United States?

Yes No

WHAT DAYS ARE YOU AVAILABLE TO WORK

TYPE/WRITE ALL THAT APPLY

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

ARE YOU AVAILABLE TO WORK TYPE/WRITE ALL THAT APPLY FULL TIME

PART TIME WEEKEND TEMPORARY

DO YOU HAVE STEADY TRANSPORTATION TO WORK? YES NO

LIST 3 THINGS THAT ARE IMPORTANT TO YOU

1.)

2.)

3.)

DESCRIBE YOUR MOST SIGNIFICANT ACCOMPLISHMENT YOU HAVE HAD IN LIFE JOB RELATED

WE HAVE HAD A DIFFICULT TIME FINDING GREAT PEOPLE WHO WANT TO WORK HERE LONG TERM

HOW WOULD YOU SOLVE IT?

PIED PIPER HAS 6 CORE VALUES

- 1. TRUST**
- 2. INTEGRITY**
- 3. TEAMWORK**
- 4. CHALLENGE**
- 5. GROWTH**
- 6. CARING & BALANCE**

USE ADDITIONAL SHEET IF NECESSARY, OR ADD TO DOCUMENT AT THE END

WRITE AN EXPERIENCE YOU WOULD LIKE TO SHARE ON TRUST

WRITE AN EXPERIENCE YOU WOULD LIKE TO SHARE ON INTEGRITY

WRITE AN EXPERIENCE YOU WOULD LIKE TO SHARE ON TEAMWORK

WRITE AN EXPERIENCE YOU WOULD LIKE TO SHARE ON CONTINUOUS CHALLENGE

WRITE AN EXPERIENCE YOU WOULD LIKE TO SHARE ON GROWTH

WRITE AN EXPERIENCE YOU WOULD LIKE TO SHARE ON CARING & BALANCE

TRAINING AND EDUCATION

CIRCLE HIGHEST GRADE COMPLETED: 8 9 10 11 12 GED

Colleges/other training	Major/subject	Degree/certificates

ADDITIONAL SKILLS Describe skills relevant to the job for which you are applying

SKILL	TYPE OF EXPERIENCE	LEVEL OF EXPERTISE
Office equipment, computers, software (typing speed, programs, etc.)		
Technical skills, professional licenses		
Sales, Previous Pest Service Experience		
Other		

Can you perform the essential functions of the job with or without reasonable accommodation? Yes No

BACKGROUND INFORMATION**EACH CASE IS CONSIDERED SEPARATELY BASED ON JOB DUTIES AND PERFORMANCE AREAS**

Do you have a valid Tennessee State Driver's License? Yes No Other State _____

(If position applied for involves driving), have you been convicted, pleaded to no contention or paid a fine for any traffic violations in the past three (3) years? Yes No If yes please explain:

MILITARY SERVICE

BRANCH OF SERVICE & SERIAL NUMBER	PRESENT SELECTIVE SERVICE CLASSIFICATION	RANK AS DISCHARGE
LIST DUTIES / SPECIAL TRAINING		

Have you been convicted of a felony or served time in prison within the last ten (10) years? Yes No
Conviction will not necessarily bar you from employment. If yes, please explain:

How/where did you hear about the position for which you are applying? (Check one)

- Friend or relative
- Newspaper ad
- Online Posting
- Clearfit.com

Other please specify _____

EMPLOYMENT HISTORY

Beginning with your present or most recent employment, list your employment history. Include self-employment, military service, volunteer experience and periods of unemployment. The following sections **MUST** be completed even if a resume is submitted.

Employer		Employed from:	To:
Address:		Supervisor	
Phone	Hours worked/week	Starting salary	
Position		Last salary	
Primary duties/Work performed and Responsibilities			

Number of employees supervised by you	May we contact this employer	Supervisor's phone
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Reason for leaving

Employer		Employed from:	To:
Address:		Supervisor	
Phone	Hours worked/week	Starting salary	
Position		Last salary	
Primary duties/Work performed and Responsibilities			

Number of employees supervised by you	May we contact this employer	Supervisor's phone
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Reason for leaving

Employer		Employed from:	To:
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Primary duties/Work performed and Responsibilities			

Number of employees supervised by you	May we contact this employer	Supervisor's phone
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Reason for leaving

Employer		Employed from:	To:
Address:		Supervisor	
Phone	Hours worked/week	Starting salary	
Position		Last salary	

Primary duties/Work performed and Responsibilities		
Number of employees supervised by you	May we contact this employer	Supervisor's phone
Reason for leaving		
Are you prohibited from working here based on any previous employment agreements, non-compete contracts or confidentiality agreements you executed?		
Yes	No	

PROFESSIONAL REFERENCES	Please list below any people in addition to supervisors listed above who can responsibly evaluate your work performance
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Name	Place of employment/title	Phone

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

Applications are received and employees are hired without regard to race, creed, color, sex, religion, age, national origin, marital status, physical or mental handicap, disability, sexual orientation, veteran's status, citizenship status, or any other protected classes under state, local, or country regulations. The receipt of this application does not mean that job openings exist and does not obligate us in any way. We appreciate your interest in our organization.

THIS IS A DRUG FREE WORKPLACE

This employer reserves the right to terminate an employee at-will, at any time, with or without advance notice to the employee. The employee has the right to terminate employment with the employer at any time without advance notice. Nothing shall be construed or interpreted to constitute a contract of employment.

It is understood and agreed that the foregoing is true to the best of my knowledge, and that my falsification of this application will be grounds for elimination from further consideration or, if employed by Pied Piper Pest Control, for dismissal. I authorize Pied Piper Pest Control to solicit information regarding my character, general reputation, previous employment, and similar background information, and to contact any and all references I have given on my application. I release all parties and persons connected with any such request for information from all claims, liabilities, and damages that may arise out of the furnishing of such information. If employed, I release Pied Piper Pest Control from any liability for future references it may provide regarding my work history at the firm.

I understand that employment with the Employer is "at-will", which means that either Pied Piper Pest Control or I can terminate the employment relationship at any time, with or without prior notice, and for any reason not prohibited by statute. All employment is continued on that basis. I understand that no supervisor, manager or executive of the Employer, other than the Company Owner has any authority to alter the foregoing.

Applicant's signature _____

Date _____

Pre-Interview Letter

Dear Applicant:

Thank you for your interest concerning possible employment at our company.

Here are some details about working here that you need to know prior to the interview. If you think any of these will prevent you from working with us, please call and discuss them or cancel the interview. We don't want to waste your time.

Qualifications and information:

- a. We do not hire persons who smoke anything on the jobsite. Nor do we hire persons who chew tobacco **or dip snuff on the jobsite**. We test for this in our pre-employment screening, intermittently, randomly, and annually if you come to work with us. This means that you don't smoke, dip, or chew anytime while at a worksite/customers home.
- b. You must have all your teeth, or dental appliances that make you look like you do. Our people need to present an appealing, friendly 'toothy smile' at work.
- c. If you have any facial hair it must be well-groomed, along with your hair and appearance.
- d. Your overall appearance must be reasonable and pleasant.
- e. You must be fit enough to do the work for the job position that we are proposing.
- f. We don't hire persons with tattoos that might be found to be **offensive, disturbing, or distracting** to customers or team members.
- g. We don't hire men who wear any kind of earring or have any visible piercings.

- h. We don't allow women to wear more than two earrings per ear and they must both be on the lobe of the ears for field workers.
- i. You must possess a valid driver's license from the state where your home address is located.
- j. You must be a high school graduate, or equivalent (i.e., GED).
- k. You must have a reliable means of transportation to get to work on time.
- l. You must have your own cell phone; and, one that that accepts texting. If you come to work here, you must have a cell phone that receives texts at all time, and at your own expense. The contract and control of this cell phone and texting must be under your control.
- m. You must have a high speed internet connection at home; or, some other means to connect to the internet, and be able to keyboard and communicate back and forth using email and texting. A home computer, laptop, or other means to communicate using email is required for you to work on our team.
- n. Based on what you see in the position description, we will want you to tell us of your ability to perform the job-related functions. If you feel that some accommodation may be necessary, we will expect you to communicate what you would need in order to be able to perform the job-related functions that we are proposing.
- o. You must be able to work any day of the week, plus up to 9 hours on 1-2 Saturdays per month. if the position and route conditions make that necessary. Two common schedules are Tuesday through Saturday or Monday through Friday. If you have any problems with those schedules you must talk to us about it prior to going forward. We are closed on Sundays.

If this interview is a success for both you and us, and if we agree to proceed to the next level of the process, you will be tested and reports will be obtained in a variety of ways.

Examples of tests and reports may include:

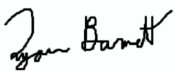
- a. Tests of certain technical, computer and academic skills
- b. Drug screen / other controlled substances screen.
- c. Criminal background check- all U.S. states
- d. Motor vehicle record check (for every state where you have had a driver's permit)
- e. Personality Tests
- f. Credit check – if applicable
- g. References will be called
- h. Previous employers will be called

Please feel free to call us if you have any questions about any of the above. It is our desire to find the person who best fits the requirements for the job and for the job to best fit the person we hire. Call or email if you have questions.

Best Regards,

Ryan Barnett

Owner/Founder/CEO

_____  _____ (name) _____ position