

APPLICATION FOR EMPLOYMENT

AN EQUAL OPPORTUNITY EMPLOYER * DRUG FREE WORKPLACE

PLEASE ANSWER ALL QUESTIONS. Resumes are not accepted in lieu of completion of this application.
Note: This application was designed to use with several types of job positions. Some questions may not be completely applicable to the job position you are seeking; however, we ask that you answer all questions.

 Last Name (Please Print) First Middle Social Security Number Date

 Present Address: Street City/State Zip Code Telephone Number

Only U.S. citizens or aliens who have a legal right to work in the U.S. are eligible for employment. Can you, upon employment, submit documentation verifying your legal right to work in the U.S. and your identity? Yes No

Have you **ever** been convicted of a felony? Yes No If Yes, give dates and explain. (Attach separate paper if necessary.) A conviction will not necessarily disqualify you from employment.

Are you over 18 years of age? Yes No Position applying for: _____

EDUCATIONAL DATA

School	Print Name, Number and Street, City, State and Zip Code for each School	No. of Yrs. Completed	Degree	Major Course of Study
High School				
College				
Graduate School				
Trade, Bus Sch. Courses				
Other				

Other skills: List any other job-related skills or qualifications that support your application.

Honors Received: _____

In order to check your work and educational records, should we be made aware of any change of name or assumed name that you previously used? Yes No If **Yes**, identify names and relevant dates.

Have you had prior educational experience which relates to the job for which you are applying? Yes No If **Yes**, describe: _____

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EMPLOYMENT EXPERIENCE

ALL FORMER JOBS (List most recent job first.) Account for all time periods including **unemployment, self-employment** and military service. (Attach separate paper(s), if necessary.)

Employer	Dates Employed (From/To)	Immediate Supervisor
Address		
Job Title	Hourly Rate/Salary (Starting/Final) ()	Telephone No.
Work Performed		
Reason for Leaving		

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Have you ever been dismissed or forced to resign from any employment? Yes No If **Yes**, please explain.

Have you ever been disciplined or fired for insubordination? Yes No If **Yes**, please explain.

Have you ever been disciplined or discharged for violating a safety rule? Yes No If **Yes**, please explain.

Have you ever been disciplined or fired for fighting, assault or similar offenses? Yes No If **Yes**, please explain.

Have you filed an application here before? Yes No If **Yes**, give date: _____

Have you ever been worked here before? Yes No If **Yes**, give dates: _____

Do you have reliable transportation to work? Yes No Will you work overtime if asked? Yes No

Are there any hours, shifts or days you will not work? Yes No If **Yes**, explain: _____

Do you have any friends or relatives who work here? Yes No If **Yes**, provide the names:

Name _____ Relationship _____

Name _____ Relationship _____

How did you hear about IBG? _____

Are you now employed? Yes No Are you on a layoff? Yes No Are you subject to recall? Yes No

May we contact your present Employer? Yes No Previous Employers? Yes No

Please identify any exceptions and reasons for not contacting prior employers: _____

CHARACTER REFERENCES:

List three persons **not related to** you, whom you have known at least one year.

	NAME	ADDRESS AND TELEPHONE	OCCUPATION
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____

List below any other information or remarks that you wish to have considered as a part of your application for employment.

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NOTICE TO APPLICANTS: International Broadcasting Group, Inc. Comply with the Americans with Disabilities Act of 1990. During the interview process, you may be asked questions concerning your ability to perform job-related functions. If you are given a conditional offer of employment, you may be required to complete a post-job offer medical history questionnaire and/or undergo a medical examination. If required, all entering employees in the same job category will be subject to the same medical questionnaire and/or examination and all information will be kept confidential and in separate files.

APPLICANT'S STATEMENT

I certify that the answers given herein are true and complete to the best of my knowledge. I authorize the investigation of all matters contained in this application and hereby give the Employer permission to contact schools, previous employers, references, and others, and hereby release the Employer from any liability as a result of such contact. I understand that misrepresentations, omissions of facts or incomplete information provided in this application may remove me from further consideration for employment. In addition, if employed, any misrepresentations or omissions of facts in this application will be cause for dismissal at any time without any previous notice.

Applicants accepted for employment should clearly understand that while we make every effort to provide steady, continuous work, we have no employment contracts, and we cannot guarantee the permanence of any position. Job tenure can be affected by many factors including business/economic conditions, changes in laws or Employer policies, conformity to our work rules, job performance, etc. And of course, employees may elect to leave on their own accord to seek other jobs.

I understand that my employment with the Employer is for no specific term and may be terminated by me or the Employer with or without notice or cause at any time. I further understand that no oral promise, Employer policy, custom, business practice or other procedure (including the Employer's Policy Handbook or any manuals) constitutes an employment contract or modification of the at-will employment relationship between me and the Employer.

The contents of any employee handbook or manuals, as well as other Employer policies and practices, are subject to change or modification by the Employer, solely at its discretion, without notice. I also understand that no supervisor or other official of the Employer (except its Chief Executive Officer, in writing) has the authority to enter into any agreement with me or to make any agreement contrary to the foregoing.

We conduct our business with the highest possible degree of safety and efficiency. Because of this, the Employer require applicants for employment to undergo blood and/or urinalysis screening for drug or alcohol use as part of our pre-placement physical examination. In addition, all employees of the Employer are subject to blood tests or urinalysis screening for drug or alcohol use.

This application will remain active for ninety (90) days. Any applicant wishing to be considered for employment beyond ninety (90) days should reapply.

Signature: _____

Date: _____

International Broadcasting Group, Inc. is an equal employment opportunity employer. We adhere to a policy of making employment decisions without regard to race, color, age, sex, religion, national origin, disability or marital status. We assure you that your opportunity for employment with IBG depends solely upon your qualifications.