



EMPLOYMENT APPLICATION

Date ____ / ____ / ____

Print clearly. Complete all items using a ballpoint pen

A. General Information

1. Legal Name: Last: _____ First: _____ MI: _____

2. Permanent Mailing Address: Street: _____ Apt./Suite No.: _____ City: _____ State: _____ Zip: _____ Country: _____ Home Phone: () _____ Cell: () _____

3. Position applying for: _____ Expected pay: \$ _____ Per: _____

4. Are you at least 16 years of age? YES NO If you are under 18, you **MUST** provide a Work Certificate to be considered for employment.

5. After an offer of employment, can you submit verification of your legal right to work in the United States? YES NO

6. Have you ever been convicted of, or pleaded guilty or nolo contendere (no contest) to a crime other than a minor traffic violation? (NOTE: DUI is not a minor traffic violation.) YES NO

If "yes", please state the nature of the crime(s), when and where convicted, the disposition of the case, and any other relevant information you wish us to consider. NOTE: In answering the above question, you should not answer "yes" for any conviction that resulted in a referral to and participation in any pretrial or post trial diversion program pursuant to New Jersey Labor Code Section 432.7, any conviction specified in New Jersey Labor Code 432.8 (which pertains to certain marijuana offenses that are more than two years old), and any conviction that occurred when you were a minor that has been expunged or sealed by the court. A "yes" response will not necessarily disqualify an applicant from employment. Failure to answer this question accurately will cause denial of employment or termination of employment.

7. Referred to Niagara Pools by: Internet site, specify: _____ Newsletter Ad, specify: _____ Friend Walk In College/School, Specify: _____ Other: _____

B. Education / Training

1. Circle highest level of school completion: Elementary (5 6 7 8) High School (9 10 11 12) College (13 14 15 16) Graduate (17 18)

2. Name of last school attended: _____ City/State: _____ Graduated: YES NO

3. Degree: _____ Major: _____ Minor: _____

4. Are you a veteran of the U.S. Military? YES NO

EQUAL OPPORTUNITY EMPLOYER

Niagara Pool & Spa is an equal opportunity employer committed to recruiting, hiring, training and promoting all persons without regard to race, color, gender, religion, national origin, age (40 or over), disability or history of disability (except where physical or mental abilities are a bona fide occupational qualification) or other classifications protected by law.

C. Employment History

D. If hired, will this be your first job? YES NO

If "NO", you must list your employment history. List your most recent employer first. Resume are not a substitute for completion of this section.

Employer: _____ Address: _____ Phone: () _____ Dates: From ___/___/___ To ___/___/___ Rate: Start \$ _____ Final _____ May we contact Employer? _____	Job Title: _____ Job Description: _____ Supervisor: _____ Reason for Leaving: _____
Employer: _____ Address: _____ Phone: () _____ Dates: From ___/___/___ To ___/___/___ Rate: Start \$ _____ Final _____ May we contact Employer? _____	Job Title: _____ Job Description: _____ Supervisor: _____ Reason for Leaving: _____
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D. Additional Information

1. Have you ever been employed by Niagara Pools? YES NO
 If "YES", when (Mo. & Yr.)? _____ Position _____ Location _____
2. List any friends or relatives working at Niagara: _____
3. Were you employed by any of your previous employers listed under any other names? YES NO
 If "YES", please indicate: _____
4. Explain any gaps of employment of six (6) months or more: _____

5. Describe any work experience in the swimming pool service, supplies or construction industries: _____

6. Provide any other work skills, experience or information that you believe would assist us in considering you for employment:

E. Availability

1. Are you available for: Full-Time Part-Time Seasonal
2. What days and hours are you able to work? Please specify below or check this box: I am available to work any time.
- | | SUN | MON | TUES | WED | THURS | FRI | SAT |
|----|-----|-----|------|-----|-------|-----|-----|
| AM | | | | | | | |
| PM | | | | | | | |
3. Are you willing to relocate in state? YES NO If "YES", to what areas? _____
4. Are you willing to relocate out-of-state? YES NO If "YES", to what areas? _____
5. Are you willing to travel? YES NO If "YES", what percentage of time? _____
6. Do you have a valid driver's license? YES NO If "YES", what state? _____
7. Have you received any moving violations in the last 24 months? YES NO If "YES", what kind of violation? _____

E. Previous Employer References

NAME	OCCUPATION	PHONE NUMBER

G. Employment Conditions, Application Certification, and At-Will Agreement

I certify that the information contained in this application is correct and complete to the best of my knowledge. I understand that the falsification of this information or material omission is ground for termination of my employment with Niagara Pool or its affiliated companies (collectively "Niagara Pools") at any time. Understand and agree to the following:

1. I authorized the investigation of all matters concerning my consideration of employment. This investigation may include a criminal background search, and/or a Department of Motor Vehicles search. I waive any right to prior written notice and authorize my former employers, references, and acquaintances to give any such information they may have regarding me. I release and indemnify Niagara's as well as any past employer from whom information is obtained, from any liability whatsoever resulting from the investigation and release of information. If any information I have given to Niagara's is untrue or if I have concealed any information, I understand that this may result in the denial of employment or termination.
2. I must produce applicable documents showing that I am a United States citizen or alien lawfully authorized to work in the United States, within the timeframe specified by Niagara, to meet the Immigration Reform and Control Act of 1986 requirements.
3. If I am offered employment for certain positions, I agree to undergo a drug test before starting work. If employed, I also agree to submit to a drug and alcohol test at any time deemed appropriate by Niagara and as permitted by law. I consent to such testing, and I request that the examining doctor disclose to Niagara only the results of the examination, and said results shall remain confidential and segregated from my personnel file. I understand that my employment or continued employment, to the extent permitted by law, is contingent in part upon the receipt of satisfactory drug tests, and if I am hired, condition of my employment will be that I abide by Niagara's Drug and Alcohol Policy.
4. If I fail to comply with any of the requirements set forth above, an offer of employment may be rescinded at any time or my employment may be terminated.
5. An investigative consumer report may be made concerning my character, general reputation, personal characteristics, and mode of living. Upon request within a reasonable period of time, I can obtain from Niagara a written disclosure of the nature and scope of the investigation requested.
6. In consideration of my employment, I agree to conform to Niagara's policies, rules and regulations, and agree to abide by the agreement regarding employment matters and all other documents signed by me in connection with my employment.
7. In further consideration of my employment, I understand and agree that my employment is at-will and, therefore, my employment and compensation can be terminated by me or Niagara, with or without cause, and with or without notice, at any time. I further understand and agree that although other terms and conditions of my employment may change, this at-will employment relationship will remain in effect throughout my employment with Niagara, unless it is modified by a specific, written employment contract that is signed by the Chairman and Chief Executive Officer of Niagara and me. This at-will employment status may not be modified by any oral or implied agreement. I understand that these statements about the at-will nature of my employment constitute the complete understanding between Niagara and me regarding this subject.
8. I also understand and agree that I will be required to execute an agreement to Arbitrate Claims as a condition of my employment. In that agreement, Niagara and I will each agree that we will use arbitration, not lawsuits in court, to resolve all disagreements we may have each other, except in special circumstances described in the agreement.

Signature of Applicant

Date

Print Name of Applicant