

APPLICATION FOR EMPLOYMENT

Zodiac Pool Solutions North America, Inc., including its subsidiaries Zodiac Pool Systems, Inc, Cover-Pools Incorporated, (collectively known as "Zodiac Pool Solutions North America, Inc." or "the Company") will consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, medical condition, marital or veteran status, sexual orientation or any other legally protected status.

Please Print Clearly

GENERAL INFORMATION

Date: _____

FULL NAME:

 LAST FIRST MIDDLE

 ADDRESS(PRESENT) NUMBER AND STREET CITY STATE ZIP
 /

PHONE NUMBER (HOME) PHONE NUMBER (MESSAGE)

Are you at least 18 years of age? _____ Yes _____ No

Are you authorized to work in the United States? _____ Yes _____ No

Position(s) applied for: 1. _____ Earnings expected \$ _____ per _____

Have you worked for us before? _____ If yes, when? _____

Are you currently employed? _____ Yes _____ No

Instructions for answering the next three questions below:

1. Do not include convictions that were sealed, eradicated, erased, annulled by a court, expunged, pardoned, or deferred and withdrawn.
2. Do not include participation in any pre-trial or post trial diversion program for drug or alcohol rehabilitation.
3. Do not include misdemeanor marijuana convictions for possession or transportation of a small amount of marijuana (28.5 grams or less) if the conviction is more than two (2) years old; or a misdemeanor marijuana conviction for which probation was successfully completed or otherwise discharged and the case was judicially dismissed
4. Do not include arrest, detention, processing, diversion, supervision, court disposition or adjudication made by the juvenile court

Conviction/Pleas. In the past seven (7) years, have you ever been convicted of, or pled guilty or no contest to, any criminal offense other than any applicable exceptions listed above? Please answer yes or no _____ YES _____ NO

Pending Charges. Have you been arrested for any matters for which you are not out on bail or on your own recognizance pending trial: Please answer Yes or No _____ YES _____ NO

Criminal Records: if you answered Yes to either of the above two questions, please provide the date(s) and describe the criminal record so that the individual circumstances can be considered. Criminal convictions or arrests will not automatically disqualify an applicant from employment. _____

List any friends or relatives working for us: _____



EDUCATIONAL BACKGROUND

Type of School	Name and Address	How Many Years Attended	Graduated	Degree or Course Work
Grammar or Grade			<input type="checkbox"/> Yes <input type="checkbox"/> NO	
High School			<input type="checkbox"/> Yes <input type="checkbox"/> NO	
College			<input type="checkbox"/> Yes <input type="checkbox"/> NO	
Post Graduate			<input type="checkbox"/> Yes <input type="checkbox"/> NO	
Business or Trade			<input type="checkbox"/> Yes <input type="checkbox"/> NO	
Other			<input type="checkbox"/> Yes <input type="checkbox"/> NO	

PRIOR WORK HISTORY

Provide complete information. Begin with most recent employer. Account for all time for the past seven (7) years. May we contact the employer listed below If not, indicate which one(s) you do not wish us to contact.

Company Name: _____ Address: _____ Phone: _____ Dates employed: (Mo/Yr.) From: _____ To: _____ Base rate of pay: \$ _____ per _____ Type of work performed: _____ _____ Name and title of supervisor: _____ Reason for leaving: _____
Company Name: _____ Address: _____ Phone: _____ Dates employed: (Mo/Yr.) From: _____ To: _____ Base rate of pay: : _____ per _____ Type of work performed: _____ _____ Name and title of supervisor: _____ Reason for leaving: _____
Company Name: _____ Address: _____ Phone: _____ Dates employed: (Mo/Yr.) From: _____ To: _____ Base rate of pay: : _____ per _____ Type of work performed: _____ _____ Name and title of supervisor: _____ Reason for leaving: _____
Company Name: _____ Address: _____ Phone: _____ Dates employed: (Mo/Yr.) From: _____ To: _____ Base rate of pay: \$ _____ per _____ Type of work performed: _____ _____ Name and title of supervisor: _____ Reason for leaving _____



REFERENCES: Give names of three persons, not relatives, who know you and who can provide information regarding your work-related capabilities.

	Name and Occupation	Address	Phone Number
1.			
2.			
3.			

Occasionally the form, or an application blank, makes it difficult for an individual to adequately summarize his complete background. To assist us in finding the proper position for you in our company, use the space below to summarize any additional information necessary to describe your full qualifications:

PLEASE READ CAREFULLY

APPLICANT'S CERTIFICATION AND AGREEMENT

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge. I understand that if employed, falsified statements on this application will be considered sufficient cause for termination. Zodiac Pool Solutions North America, Inc. including its subsidiaries Zodiac Pool Systems, Inc. ,Cover-Pools Incorporated (collectively known as "Zodiac Pool Solutions North America, Inc." or "the Company") is hereby authorized to make any investigation of my employment history through any investigation agencies or bureaus of its choice.*

I understand that if I am extended an offer of employment it may be conditioned upon my successfully passing a post offer, pre-employment physical examination. I consent to the release of any or all medical information as may be deemed necessary to judge my capability to do the work for which I am applying. I understand that upon receiving an offer of employment with the Company such offer is conditioned upon my testing negative to a drug, alcohol and dangerous substances screening test. I understand and agree that the Company reserves the right, at its discretion, to require me to submit to a test for drugs and alcohol at any time during my employment and that, as part of such a test, I will be required to submit to a blood and/or urine and/or breathe sample. I agree to submit to such tests as and when requested. I understand that the Company also reserves the right to search my property that is brought on its premise.

I understand that my employment with the Company will be at-will and it may, therefore, be terminated by me or by the Company at any time and for any reason, with or without cause and with or without notice.

I have read and understand this agreement and freely and voluntarily sign it below.

Dated: _____

Signature
of Applicant: _____

*NOTE: The Provisions of the Fair Credit Reporting Act may be applicable if a credit report on the applicant is obtained and considered.



EQUAL EMPLOYMENT OPPORTUNITY (EEO)
APPLICANT SELF IDENTIFICATION FORM

In an effort to comply with requirements regarding government record keeping and reporting obligations , Zodiac Pool Solutions North America, Inc. and subsidiaries asks that you voluntarily complete this EEO self identification form. Your cooperation is appreciated. Providing this information is STRICTLY VOLUNTARY. Failure to provide it will not affect the decision regarding your potential employment. This form is not to be considered a part of the application for employment, is not used for interview purposes and is filed separately with the EEO records. All information will be considered strictly private and confidential and will be used for EEO purposes only.

GENDER

Check One: **Male** **Female** **I choose not to respond**

ETHNICITY (Check One)

Are you Hispanic or Latino? HISPANIC – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Yes No I choose not to respond

RACE (Check One)

To assist in appropriate identification, an applicant may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging in accordance with definitions below.

If you answered no to Question #1, please check one of the following:

- WHITE** – A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- BLACK OR AFRICAN AMERICAN** – A person having origins in any of the Black racial groups of Africa.
- NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER** – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- ASIAN** – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- AMERICAN INDIAN OR ALASKAN NATIVE** – A person having origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community recognition.
- TWO OR MORE RACES** (Not Hispanic or Latino) – A person who identifies with more than one of the above five races.
- I choose not to respond**

Name (Please Print)

Signature

Date

TO BE FILED SEPARATELY FROM THE APPLICATION FORM

To be filled out by Human Resources Personnel:

Position Applying For: _____ EEO Category No.: _____
 Source of Candidate: _____ Requisition No.: _____