



**ER Management, Inc.**

A Total Service Lifestyle

**APPLICATION FOR EMPLOYMENT**

Date: \_\_\_\_\_

ER Management, Inc., is an equal opportunity employer. It is our policy and practice to provide employment opportunities to all applicants and employees without regard to race, color, religion, creed, sex, national or ethnic origin, age, disability or veteran status to the full extent provided by law. This policy applies to all aspects of the employment relationship, including hiring, all terms, conditions and privileges of employment, and the separation from employment.

**PERSONAL INFORMATION**

Name: \_\_\_\_\_  
(Last) (First) (Middle)

Social Security No.: \_\_\_\_\_ Telephone #: \_\_\_\_\_

Present Address: \_\_\_\_\_  
(Street) (City) (State) (Zip Code)

Dates of residence: From: \_\_\_\_\_ To: \_\_\_\_\_

Are you 18 years of age or older? Yes [ ] No [ ]

Do you have reliable transportation to and from work? Yes [ ] No [ ]

Can you furnish proof of United States citizenship or that you have the legal right to work in the United States? Yes [ ] No [ ]

Have you ever been a party to a legal proceeding? If yes, state the nature of the proceeding (civil, criminal, bankruptcy, etc.), whether you were a plaintiff or a defendant, the other parties to the proceeding, and the claims or charges made in the proceeding, and the results of the proceeding. Yes [ ] No [ ]

\_\_\_\_\_  
\_\_\_\_\_

**PLEASE NOTE:** A conviction for a criminal offense will not automatically disqualify you from employment with ER Management, Inc. ER Management, Inc. will consider the nature and gravity of the offense, the time that has passed since the conviction, and the nature of the position sought with ER Management, Inc.

**QUALIFICATIONS FOR EMPLOYMENT**

Position Sought: \_\_\_\_\_ Pay Range Sought: \$\_\_\_\_\_

Have you been previously employed by ER Management, Inc.? Yes [ ] No [ ]

Dates of employment: From: \_\_\_\_\_ To: \_\_\_\_\_

Position: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

Have you previously applied for employment with ER Management, Inc.? Yes [ ] No [ ]

If yes, when? \_\_\_\_\_

Do you have reliable transportation to and from work? Yes [ ] No [ ]

*NOTE: Some positions with ER Management, Inc. will require the employee to have a valid driver's license and that the employee is insurable under ER Management, Inc.'s liability insurance policy. If the position for which you have applied is such a position, you will be required to verify that you have a current and valid license and execute an authorization allowing ER Management, Inc., or its authorized agent to obtain a copy of your driving record maintained by the licensing state's motor vehicle department.*

**EMPLOYMENT HISTORY**

Please provide the following information regarding your last three employers:

Employer (list contact name)	Address & Phone #	Position(s) Held	Ending Compensation (\$)	Dates Employed	Reason for Leaving

If presently employed, why do you desire to change jobs? \_\_\_\_\_

\_\_\_\_\_

**EDUCATION**

Provide the following information regarding your educational background:

<b>School or College</b>	<b>Address/City/State</b>	<b>Dates of Attendance</b>	<b>Grade or Degree Completed</b>

**OTHER SKILLS AND EXPERIENCE**

List any other special skills, experience, abilities and knowledge which you believe qualify you for the position sought:

_____	_____
_____	_____
_____	_____

**REFERENCES**

List three professional references, other than relatives or current employees of ER Management, Inc., who have known you for over one year:

<b>Name (indicate if personal or professional reference)</b>	<b>Address &amp; Telephone #</b>	<b>Employer or Occupation</b>	<b>Years Known</b>

Applicant Name: \_\_\_\_\_

**THIS IS A LEGALLY-BINDING AGREEMENT  
READ CAREFULLY BEFORE SIGNING**

I certify that the information and answers provided in this application are accurate and true and I understand that the *misrepresentation or omission* of information on this application will result in the rejection of my application or in my discharge from employment.

(1) I understand that any offer of employment I may receive is conditioned upon:

(a) a satisfactory investigation regarding my background, references, past employment, education, criminal and police records, litigation history, and credit history, for the purpose of confirming the information provided above and my qualifications and suitability for employment, and I understand that at the time any conditional offer of employment is extended I must execute a consent and waiver agreement authorizing ER Management, Inc., or its contractor, to conduct such an investigation.

(b) a satisfactory screen for controlled substances to be conducted by a testing facility of ER Management, Inc.'s choosing, and I understand that at the time that any conditional offer of employment is extended I must execute a consent and waiver agreement authorizing ER Management, Inc. and the screening facility it selects to conduct such a test and authorizing the Medical Review Officer to communicate the results of the screen to ER Management, Inc.

(c) a satisfactory physical examination to be performed by a physician of ER Management, Inc.'s choosing, and I understand that at the time any conditional offer of employment is extended I must execute and consent and waiver agreement authorizing ER Management, Inc., and the physician it selects, to conduct such an examination. I understand that any misrepresentation or omission concerning my past medical history or current physical or mental condition during the medical examination will result in my discharge from employment and may void any entitlement I may have to workers' compensation benefits under the Alabama Workers' Compensation Act.

**(2) I agree that if I am hired and then voluntarily terminate my employment within 6 months after being hired, ER Management, Inc. may deduct the costs of the investigation, drug test and physical examination from my final paycheck, and that I will pay to ER Management, Inc., any deficiency on demand.**

(3) I agree that if I am hired and my employment ends for any reason whatever, ER Management, Inc. may deduct from the compensation due to me at the time any sums which I owe ER Management, Inc., and that I will pay ER Management, Inc. any deficiency on demand.

(4) I understand that if employed, I am an employee-at-will and that either I or ER Management, Inc. may terminate my employment at any time, with or without cause and with or without notice. I further understand that no officer, employee, representative or agent of ER Management, Inc., other than the President, has any authority to enter an agreement for employment for any specified period of time or to otherwise alter or modify the at-will employment relationship, and that any such agreement with the President must be in writing and signed by the President and me to be enforceable.

(5) I understand and agree that as consideration for ER Management, Inc., agreeing to accept to this application and consider me for employment, any and all disputes, controversies, demands, claims, charges, rights of action, causes of action, actions, debts and liabilities between me and ER Management, Inc., or its employees or agents, whether arising in law or equity, under common law, statute or regulation, related to employment with ER Management, Inc., including the application process, the decision regarding my application, any offer of employment with ER Management, and the terms, conditions and privileges of any employment with and the separation from employment with ER Management, Inc., if not resolved informally, shall be resolved in accordance with the Alternative Dispute Resolution Policy of ER Management, Inc., a copy of which I am free to review upon request. I further understand that if hired, I will be required to execute other agreements relating to my employment as a condition of employment and agree that continued employment is sufficient consideration for my execution of those agreements.

---

Signature of Applicant

---

Date