



Employment Application

Please answer all questions. Resumes are not a substitute for a completed application.

Pelton Shepherd Industries is an equal opportunity employer. Applicants are considered for positions without regard to veteran status, uniformed servicemember status, race, color, religion, sex, national origin, age, physical or mental disability, genetic information or any other category protected by applicable federal, state, or local laws.

PELTON SHEPHERD INDUSTRIES IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE.

PERSONAL INFORMATION

Name: _____ Date: _____

Address: _____

City: _____ State: _____ Zip Code: _____ Phone Number: (____) _____

Position desired? _____

Can you perform the essential functions of the position for which you are applying?

Yes No

If no, please explain. (If you have any question as to what functions are applicable to the position for which you are applying, please ask the interviewer before you answer this question)

When are you available to begin work? _____

Are you legally eligible to be employed in the United States? Yes No

(Proof of identity and eligibility will be required upon employment)

Are you over the age of 18 years? Yes No

(If no, you may be required to provide authorization to work.)

Have you ever worked for Pelton Shepherd Industries before? Yes No

If yes, where? _____ When? _____ Job Title: _____

Do you have any relatives or friends who work for the Pelton shepherd Industries?

Yes No If yes, who and where do they work?

Are you available to work (check all that apply) Days Nights Weekends Fulltime

Days and Hours Available:

Day	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
From:							
To:							

Are you presently employed? Yes No

If yes, may we contact your employer? Yes No

If presently employed, please tell us why you are considering leaving?

Please account for any full month(s) since leaving school (high school or college) that you were not working:

From	To	Reason
Mo/Yr		
Mo/Yr		
Mo/Yr		

EDUCATION	Location / Name	Course of Study	No. of Years Completed	Diploma or Degree Received
High School				
College				
Vocational or Trade School				
Graduate Work				

EMPLOYMENT : Start with your current or most recent position

Name of Employer	Telephone Number		
Address	Supervisor's Name and Title		
Dates Employed	From:	To:	
Describe the Work Performed & Reason for Leaving			
Name of Employer	Telephone Number		
Address	Supervisor's Name and Title		
Dates Employed	From:	To:	
Describe the Work Performed & Reason for Leaving			

PERSONAL REFERENCES

Give three references (Please do not include relatives or prior work experience)

Name	Occupation
Address	Telephone Number
Name	Occupation
Address	Telephone Number
Name	Occupation
Address	Telephone Number

Pelton Shepherd Industries - Mission Statement

As the originators of the gel ice industry, it is Pelton Shepherd’s mission to provide our customers with the highest quality and most consistent products with superior customer service, to help ensure their shipments are delivered at the correct temperature.

- *Our product innovations will lead the market in sustainability and bring precision to temperature-controlled packages.*
- *Our team will remain nimble and 100% focused on the customers’ needs.*
- *Our conditioning, transportation, and forecast management will provide a complete logistics solution that allows our customers to concentrate on their business, rather than supply chain planning for their refrigerant needs.*
- *Our success will be shared with all members of our PSI family.*

IMPORTANT, PLEASE READ AND SIGN

I understand that failure to reveal any prior employer or giving false or misleading information by me on any part of this Application for Employment can result in disqualification for employment consideration or, if hired, may be grounds for termination from the company or its' subsidiaries. I understand that if I am hired, my employment is for no definite time and may be terminated at any time without prior notice. I understand and agree that if driving is a requirement of the job for which I am applying, my employment and/or continued employment is contingent on possessing a valid driver's license for the state in which I reside and automobile liability insurance in an amount equal to the minimum required by the state where I reside.

I understand that Pelton Shepherd Industries may now have, or may establish, a drug-free workplace or drug and/or alcohol testing program consistent with applicable federal, state, and local law. If Pelton Shepherd Industries has such a program and I am offered a conditional offer of employment, I understand that if a pre-employment (post-offer) drug and/or alcohol test is positive, the employment offer may be withdrawn. I agree to work under the conditions requiring a drug-free workplace, consistent with applicable federal, state, and local law. I also understand that all employees of the location, pursuant to Pelton Shepherd Industries' policy and federal, state, and local law, may be subject to urinalysis and/or blood screening or other medically recognized tests designed to detect the presence of alcohol or illegal or controlled drugs.

If employed, I understand that the taking of alcohol and/or drug tests is a condition of continual employment and I agree to undergo alcohol and drug testing consistent with Pelton Shepherd Industries' policies and applicable federal, state, and local law.

If employed by Pelton Shepherd Industries, I understand and agree that the Company, to the extent permitted by federal, state, and local law, may exercise its right, without warning or notice, to conduct investigations of property (including, but not limited to, files, lockers, desks, vehicles, and computers) and, in certain circumstances, my personal property. I understand and agree that as a condition of employment and to the extent permitted by federal, state, and local law, I may be required to sign a confidentiality, restrictive covenant, and/or conflict of interest statement. I certify that all the information on this application, my résumé, or any supporting documents I may present during any interview is and will be complete and accurate to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of any information may result in disqualification from consideration for employment or, if employed, disciplinary action, up to and including immediate dismissal.

I authorize Pelton Shepherd Industries or its agents to confirm all statements contained in this application and/or résumé as it relates to the position that I am seeking to the extent permitted by federal, state, or local law. I agree to complete any requisite authorization forms for the background investigation which may be permitted by federal, state and/or local law. If applicable and allowed by law, I will receive separate written notification regarding the Company's intent to obtain "consumer reports."

I authorize and consent to, without reservation, any party or agency contacted by this employer to furnish the above-mentioned information. I hereby release, discharge, and hold harmless, to the extent permitted by federal, state, and local law, any party delivering information to the Company or its duly authorized representative pursuant to this authorization from any liability, claims, charges, or causes of action which I may have because of the delivery or disclosure of the above requested information. I hereby release from liability Pelton Shepherd Industries and its representative for seeking such information and all other persons, corporations, or organizations furnishing such information. Further, if hired, I authorize the company to provide truthful information concerning my employment to future employers and hold Pelton Shepherd Industries harmless for providing such information. If hired by this Company, I understand that I will be required to provide genuine documentation establishing my identity and eligibility to be legally employed in the United States by Pelton Shepherd Industries. I also understand Pelton Shepherd Industries employs only individuals who are legally eligible to work in the United States.

Applicant Signature

Date

Parent/Guardian Signature

Date

If the applicant is a minor, the foregoing release and consent must be signed by the applicant's parent or legal guardian. Signature by the applicant's parent or legal guardian constitutes acknowledgment by the applicant and the parent or legal guardian that the Company, to the extent permitted by federal, state, and local law, can test the applicant for illegal or controlled substances, conduct inspections of property without notice, and communicate test results to Company personnel who need to know, the applicant, and the applicant's legal guardian.