

AN EQUAL OPPORTUNITY EMPLOYER	WE OFFER EQUAL EMPLOYMENT OPPORTUNITIES TO ALL PARTIES WITHOUT REGARD TO RACE, RELIGION, AGE, SEX, NATIONAL ORIGIN, OR HANDICAP
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We at Lithko Restoration Technologies, take pride in belonging to a company that, through the efforts of our individual coworkers, has achieved a leadership role in the concrete restoration industry, with the reputation for providing the highest level of service and quality to our customers. We are committed to selecting candidates most qualified for the positions available and to provide equal employment opportunity to all parties without regard to age, race, color, religion, national origin, veteran status, gender, sexual orientation, handicap or disability.

The use of this form does not mean that there are positions open and does not obligate Lithko Restoration Technologies, LLC in any way. This application will remain on active file for a period of no more than 30 days from the date of receipt. Applications will only be considered when filed in one of our Lithko Restoration offices, in person, by the applicant. Incomplete or inaccurate data on this legal document could result in rejection as a candidate or subsequent dismissal if employed.

***** MUST BE FILLED OUT COMPLETELY *****

How did you hear about Lithko Restoration?	
Positions applied for? 1)	2)

PERSONAL DATA		TODAY'S DATE	
LAST NAME	FIRST NAME	MI	ARE YOU 18 OR OLDER? <input type="checkbox"/> YES <input type="checkbox"/> NO
ADDRESS (NUMBER & STREET)	CITY & STATE	ZIP	COUNTY
PREVIOUS ADDRESS (NUMBER & STREET)	CITY & STATE	ZIP	COUNTY
Phone (area code and number)	Best time to call	Day (circle)	Are you prevented from lawfully becoming employed in this country because of visa or immigration status? <input type="checkbox"/> Yes <input type="checkbox"/> No
() _____	_____	M T W TH F	
() _____	_____	M T W TH F	

Information for Background Screening: SSN: _____ DOB: _____
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WORK EXPERIENCE AND INTEREST

Have you previously worked for Lithko Restoration Technologies? Yes No
Check the field of work for which you are applying. Laborer Finisher Carpenter
 Caulker Tuck Pointer Brick Layer Other
Please attach resume if applying for office, clerical, technical or manager position

Are you on lay-off and subject to recall? Yes No
Have you ever been convicted of a felony? Yes No
Have you been charged for any other offense which would raise a question as to your fitness to fill the position for which you are applying? Yes No
(A conviction record will not automatically prevent you from being hired.)
If yes please explain _____

LIST SPECIFIC SKILLS YOU POSSES WHICH ARE RELEVANT TO THE FIELD OF WORK FOR WHICH YOU ARE APPLYING

GEOGRAPHIC INFORMATION

Are you willing and able to drive daily to job located two hours or more from your current residence as may be required? Yes No

Are you willing and able to travel for periods of several weeks as may be required?

Yes No

TRANSPORTATION

Do you have a valid vehicle operators license?

Drivers License Yes No State _____ Number _____ Restrictions _____

C.D.L. Yes No State _____ Number _____ Restrictions _____

Has your licenses ever been revoked or suspended for any reason?

Yes No Yes then Explain

Are you presently legally insured to operate a motor vehicle?

Yes No Yes then Explain

EMPLOYMENT HISTORY

Start with present or most recent position. You may include military service, summer positions, volunteer work experience

Employer (Present or most recent)				Type of Business			Number of Employees
Address (number and Street)			Dates Employed	From	To	Average # of Hours / week	
City	State	Zip	Base Pay	Starting	Ending	Bonuses	Total Annual Income
Phone (Area code & number)			May we contact this Employer <input type="checkbox"/> Yes <input type="checkbox"/> No		Number of days absent / year <input type="checkbox"/> 0-5 <input type="checkbox"/> 5-10 <input type="checkbox"/> 10+		
Your Position / Title			DUTIES / RESPONSIBILITIES				
Name of your immediate Supervisor			Supervisor Title		Phone (area code and number)		
From this employer I was <input type="checkbox"/> Discharged <input type="checkbox"/> Resigned			Reason for leaving		List References		
Employer (Present or most recent)				Type of Business			Number of Employees
Address (number and Street)			Dates Employed	From	To	Average # of Hours / week	
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Phone (Area code & number)			May we contact this Employer <input type="checkbox"/> Yes <input type="checkbox"/> No		Number of days absent / year <input type="checkbox"/> 0-5 <input type="checkbox"/> 5-10 <input type="checkbox"/> 10+		
Your Position / Title			DUTIES / RESPONSIBILITIES				
Name of your immediate Supervisor			Supervisor Title		Phone (area code and number)		
From this employer I was <input type="checkbox"/> Discharged <input type="checkbox"/> Resigned			Reason for leaving		List References		

PLEASE READ CAREFULLY

APPLICATION FORM AFFIRMATIONS AND WAIVER

In exchange for the consideration of my job application by Lithko Restoration Technologies, LLC, (hereinafter called "the Company"), I agree that:

Neither the acceptance of this application nor the subsequent entry in to any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time to time, or other Company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of Lithko restoration Technologies, LLC, or otherwise to change in any respect the employment-at-will relationship between the Company and myself, and that relationship cannot be altered except by a written instrument signed by an Officer of the Company. I understand and agree that if hired, my employment is for no definite period and may, regardless of the date of payment of wages and salary, be terminated at any time without any previous notice or specified reason at the discretion of either the Company or myself. If employed, I understand that the Company may unilaterally change or revise their benefits, polices and procedures and such changes many include reduction in benefits.

I acknowledge that the information I have furnished is correct to the best of my knowledge and understand that falsification of the information could be grounds for disciplinary action to include retraction of employment offer or dismissal if employment has taken place. I authorize investigation of all statements and information contained in the application (and accompanying resume, if any) and authorize persons, schools, and current employer (unless otherwise indicated), all previous employers, references and others to provided relevant information that they may have, personal or otherwise, that may be required for the Company to arrive at an employment decision, and I release all parties from all liability for any damage that may result from the furnishing of information and hereby release the Company from any liability as a result of such contact. I understand that employment with the Company will be subject to the verification of the information I have provided in this application or any accompanying resume and that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice.

I agree to observe all present and subsequently issued personnel policies and rules. That I am to work faithfully, diligently, and cooperatively, to be careful and to avoid accident, to come to work promptly, and I am not to be absent for any reason without prior notice to my supervisor. Polices are intended to guide the Company in its relationship with its employees and are not a contract of employment, and I do not construe them as such. I understand that if employed by the Company, such initial employment and continued employment will by contingent upon my submitting to drug and / or alcohol abuse screening tests or other work-related tests requested by the Company. If lawful in the State where I work, these tests will be requested upon the start of employment any may be requested, at the discretion of the Company, from time to time during continued employment.

I further understand that any offer of employment by the Company is contingent upon the satisfactory review / completion of any substance screening testing and background investigation and / or a physical. I shall not be an employee of the company until I have completed to the satisfaction and approval of the Company, signed all employment documents including but not limited to providing evidence of U.S. citizenship or immigration / visa status allowing lawful employment. Further, I understand that if hired, such employment may be contingent upon my submitting to a physical examination to assure that I am physically able to perform the essential functions of the employment for which I am applying. All new employees are considered probationary employees for their 1st 90 days .

Signature of Applicant

Date _____



EMPLOYMENT PROFILE

Authorization Form to be Fully Completed and Signed
 * * * If Hand-Written, Please Print Clearly * * *

Human Resource ProFile, Inc.
 8506 Beechmont Ave.
 Cincinnati, OH 45255
 Ph: 800-969-4300
 Fx: 513-388-4320; orders@hrprofile.com

Name _____
 Last Name _____ First Name _____ Middle Name _____ Maiden Name _____

Address _____ City/State _____ / _____ County _____ Zip _____

Previous _____ City/State _____ / _____ County _____ Zip _____

Social Security # _____ Driver's License Number _____

Date of Birth _____ / _____ / _____ DOB used for identification purposes ONLY. Driver's License State of Issuance _____

E-mail address _____ Best phone number to reach you: _____

SCHOOLS ATTENDED

Educational achievement is only considered as dictated by the respective job requirements.

School Name	City / State Campus / Phone Number	Dates From To	Graduate? Y / N	Degree Type Earned
High School:				
If GED received, list state and district or military facility, and year received:		Name as it appears on high school diploma or GED certificate:		
College School Name:				
City/State/Campus/Phone Number		From To	Graduate?	Degree Type Earned
Major area of study:		Name used at time of graduation or final attendance:		
Grad./Tech./Other School Name:				
City/State/Campus/Phone Number		From To	Graduate?	Degree Type Earned
Major area of study:		Name used at time of graduation or final attendance:		

CRIMINAL HISTORY

The presence of Criminal Records does not automatically disqualify an applicant.

Complete the following section ONLY if you have received an offer (or conditional offer) of employment.

Have you ever pled guilty, been convicted, entered a plea of no contest, had prosecution deferred, had prosecution diverted (diversion program), or adjudication withheld for any crime? Yes No

If Yes, CALIFORNIA, CONNECTICUT, & N.Y. applicants: provide conviction records ONLY. NY applicants: exclude all sealed records. CALIF. applicants: exclude all sealed records, marijuana cases over 2 years old; list juvenile records of felony or misdemeanor convictions for sexual offenses or drug possession within last 5 years. All Other applicants, if Yes, list All Offenses, including Traffic and/or Criminal, and the City, County, and State of the Offense(s).

Year	Offense	City	County	State

Please check here if additional pages are attached listing more offenses: Yes, see additional sheets

I hereby authorize the procurement of the report and authorize and direct the release to Human Resource ProFile, Inc., an independent contract agency, information held by any parties regarding my previous employment, my criminal history record and/or record of convictions in federal, state, and local files for violations of any federal, state, local statutes or ordinances, my credit history, workers' compensation history, driving record, government agency lists, and scholastic records and hereby release said persons, schools, companies, courts, agencies, and law enforcement authorities from any liability for any damage whatsoever for issuing this information. I further understand this information may be reviewed periodically by Human Resource ProFile, Inc. and reported to my prospective (or if hired, my current employer). I hereby acknowledge that Human Resource ProFile, Inc. cannot vouch for or guarantee the accuracy of information provided by third parties. Accordingly, I release Human Resource ProFile, Inc., its agents and/or my prospective/current employer from any and all liabilities arising out of any errors or omissions regarding my background information, and authorize Human Resource ProFile to release any and all information to my prospective employer. A facsimile or electronic copy with electronic signature shall be considered as valid as the original. If so required in your jurisdiction, do not consent to a criminal background check until after receiving an offer (or conditional offer) of employment.

Signature _____ **Date** _____

TO BE COMPLETED BY:

Date Sent: _____ From: _____ Acct # **LITHK-001**

Time Sent: _____ Phone: _____

Conviction History
 Education Verification
 MVR
 Employment History
 Federal District Criminal
 Violent Sex Offender Search
 Credit
 Federal Exclusions (OIG,GSA,etc)
 National Crim. Database
 Statewide Criminal Search
 Special Request: _____

When requesting a report for employment purposes from HRP, you must also certify to HRP that you have provided the applicant/employee with the disclosure form and obtained the applicant/employee's consent to procure the report. HRP's two or three page authorization profile forms comply with these requirements.



Employment Screening and Drug Testing

IMPORTANT DISCLOSURE

FCRA Required
Clear and Conspicuous Notice

Please read before completing and signing the Employment ProFile Form.

I HAVE BEEN INFORMED IN WRITING AND ACKNOWLEDGE THAT A "CONSUMER REPORT" AND/OR AN "INVESTIGATIVE CONSUMER REPORT" MAY BE OBTAINED ON ME FOR EMPLOYMENT PURPOSES.

I FURTHER UNDERSTAND THAT THIS "CONSUMER REPORT" AND/OR "INVESTIGATIVE CONSUMER REPORT" WILL BE PERFORMED BY HUMAN RESOURCE PROFILE AND PROVIDED TO MY PROSPECTIVE/CURRENT EMPLOYER. I ALSO UNDERSTAND THAT I HAVE CERTAIN RIGHTS THAT ALLOW ME TO DISPUTE ANY ERRONEOUS INFORMATION CONTAINED IN MY REPORT.

I FURTHER UNDERSTAND I HAVE A RIGHT TO MAKE A REQUEST TO HR PROFILE, UPON PROPER IDENTIFICATION, TO REQUEST THE NATURE AND SUBSTANCE OF ALL INFORMATION IN ITS FILES ON ME AT THE TIME OF MY REQUEST.

I ALSO ACKNOWLEDGE THAT I HAVE READ AND UNDERSTAND THIS STATEMENT.

Signature _____ **Date** _____

Human Resource ProFile, Inc.

8506 Beechmont Avenue * Cincinnati, OH 45255-4708 * 800/969-4300 * 513/388-4300 * Fax 513/388-4320

ARBITRATION AGREEMENT

(This Agreement cannot be altered, or else it is rendered null and void)

_____ is an applicant/employee (the "Applicant/Employee") for employment with LITHKO RESTORATION (the "Prospective Employer/Employer") and understands that the Prospective Employer/Employer will request that a Background Check be performed on him/her by Human Resource ProFile, Incorporated ("HRP") as a condition of employment.

For good and valuable consideration, including prospective or continued employment, the sufficiency of which is hereby acknowledged, the Applicant/Employee, Prospective Employer/Employer and HRP (hereinafter referred to individually as a "Party" and collectively as the "Parties") hereby agree that any and all claims or causes of action against a Party(ies) by another Party(ies) under the Fair Credit Reporting Act ("FCRA") or any other applicable federal or state law, whether based in tort, contract or other basis, which arises in any way from the Background Check Report, disclosures required under the FCRA or state law, any adverse action taken by the Prospective Employer/Employer or by HRP on behalf of the Prospective Employer/Employer, or any other alleged violations of federal, state or local law, shall be arbitrated by the Parties in accordance with the Federal Arbitration Act ("FAA"). Such arbitration shall take place in the county in which the Prospective Employer/Employer is located or where the prospective employment was to take place or employment took place.

The arbitration required above shall be brought "on an individual basis only" and not "on a class action basis." The Applicant/Employee, Prospective Employer/Employer and HRP further agree that the validity of this Arbitration Agreement shall be determined solely by the arbitrator(s).

HRP is executing this Agreement on behalf of itself and in its capacity as a duly authorized agent of the Prospective Employer/Employer as per the HRP Service Agreement therewith. This Agreement may be executed using electronic and/or facsimile signatures, and such signatures shall have the same force and effect as if they were original signatures, and shall be effective as of the date that it is fully executed. If any provision hereof is declared to be unenforceable, the remainder hereof shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have signed this Agreement as of the date set forth opposite their respective signatures.


Applicant/Employee's Signature

Date

LITHKO RESTORATION

(Print Name of Prospective Employer/Employer)

Human Resource ProFile, Incorporated

By: 

By: 

HRP as its duly authorized Agent
Print Name: Mark Owens
Title: President
Date: August 1, 2017

Print Name: Mark Owens
Title: President
Date: August 1, 2017