



APPLICATION FOR EMPLOYMENT

Cambium Tree Care & Preservation does not discriminate in hiring or employment on the basis of race, color, religious creed, national origin, sex, age, veteran status, disability or any other protected status. No question on this application is intended to secure information to be used for such discrimination. It is the policy of Cambium Tree Care & Preservation to accept solicitations for employment on an as-needed basis. For the purpose of this policy, "an applicant" is defined as an individual who has completed an Application for Employment, in reference to a specific job posting, employment advertisement or professional position. Any solicitation for employment which does not meet the criteria described above will not be retained. Please fill in all spaces. If an item does not apply, write N/A. Please print legibly in your own handwriting. Do not substitute a resume in lieu of completing this application.

Date of Application: _____ Position Desired: _____

Referral Source: Newspaper Ad TV/Radio Friend Relative Walk-in Other

Name: _____

Last First Middle

Address: _____

Street City State Zip

Telephone: _____

(Area Code) Home Number (Area Code) Cell Number

Salary Desired: _____ Date Available: _____

Are you currently employed? Yes / No E-mail Address: _____

Type of employment desired (Check all that apply): Full Time Part-Time
 Days Evenings Weekends

Are you related to anyone in our employ? Yes / No If yes, give name/relationship _____

If employed and under 18, can you furnish a work permit? Yes / No _____

Have you ever submitted an application to Cambium? Yes / No If yes, give date. _____

Have you ever been employed by Cambium? Yes / No If yes, give date. _____

Are you on a lay-off and subject to recall? Yes / No _____

Can you travel if required? Yes / No _____

Are you legally qualified to work in the United States? Yes / No
(Proof of citizenship or immigration status will be required upon employment.) _____

Have you ever been convicted of a felony? Yes No If yes, what year _____

If yes, please explain: _____

EDUCATION:

Type of Education	Name & Address of School	# of Years Attended	Graduated? Yes/No	Course of Study
High School				
College				
Trade, Business, Correspondence, or Graduate School				

DRIVER'S LICENSE:

Do you possess a valid Driver's License? Yes No

Type of License	State where issued	Driver's License Number	Expiration Date

Have you ever been denied a license or permit to operate a motor vehicle? Yes No

If yes, please explain: _____

Has your license ever been suspended or revoked? Yes No

If yes, please explain: _____

DRIVING SKILLS: (All Driving Positions)

- Automatic Transmission
- Manual Multi-speed Transmission
- Truck and Chipper
- Bucket Truck
- Other: _____

Have you had any accidents or traffic violations for the past three years? Yes No

If you answered yes, please list below.

Date of Accident or Violation	Nature of Accident or Violation	Charge	Penalty

PRODUCTION SKILLS: (All Production Positions)

- Tree Climbing
- Stump Grinder
- Chain Saw
- Spraying
- Chipper
- Aerial Lift
- Other: _____

Do you have any other experience doing tree work? If yes, please describe any additional training, experience, and the total number of years experience that you have.: _____

Are you trained or do you have prior experience in line clearance trimming? If yes, when, how long, and by whom?

Additional skills, knowledge, talents or other job-related experience not listed elsewhere: _____

Please list memberships in professional or job related organizations, publications, patents, inventions, professional licenses, fellowships, special honors or awards:

(Do not list those which would disclose race, religion, color, sex, national origin or disability status.)

REFERENCES: List at least three references. Do not list relatives or clergy. References should have some knowledge of your work experience and educational background. Recent graduates list teachers or professors.

Name	Address	Phone #	Occupation/Nature of Relationship

EMPLOYMENT HISTORY

Begin with your most recent employment (1) and continue with all past employment. (Attach additional sheet if necessary.)
 Clarify if you've been fired or asked to leave a job.

1	Employer	From		Starting Salary	Job Title	Reason for Leaving (Please Explain)
		Month	Year			
Name of Company				\$	Describe Your Job Duties	
Address		To		Ending Salary		
		Month	Year			
City, State, Zip				\$	Name & Title of Immediate Supervisor	
Phone #		Type of Business				
Explain any period between jobs:						May we contact employer? [] Yes [] No
2	Employer	From		Starting Salary	Job Title	Reason for Leaving (Please Explain)
		Month	Year			
Name of Company				\$	Describe Your Job Duties	
Address		To		Ending Salary		
		Month	Year			
City, State, Zip				\$	Name & Title of Immediate Supervisor	
Phone #		Type of Business				
Explain any period between jobs:						May we contact employer? [] Yes [] No
3	Employer	From		Starting Salary	Job Title	Reason for Leaving (Please Explain)
		Month	Year			
Name of Company				\$	Describe Your Job Duties	
Address		To		Ending Salary		
		Month	Year			
City, State, Zip				\$	Name & Title of Immediate Supervisor	
Phone #		Type of Business				
Explain any period between jobs:						May we contact employer? [] Yes [] No
4	Employer	From		Starting Salary	Job Title	Reason for Leaving (Please Explain)
		Month	Year			
Name of Company				\$	Describe Your Job Duties	
Address		To		Ending Salary		
		Month	Year			
City, State, Zip				\$	Name & Title of Immediate Supervisor	
Phone #		Type of Business				
Explain any period between jobs:						May we contact employer? [] Yes [] No

ABILITY TO PERFORM ESSENTIAL FUNCTIONS OF THE JOB: (All Production Positions)

All production positions are physically demanding. Entry-level employees in these positions are expected, within a reasonable time after they commence employment, to be able to do tree work. This work may include climbing trees and removing tree limbs using various hand and power tools on a continuous basis during an eight to ten hour shift; removing and disposing of tree limbs using various mechanized tools, which can require lifting and carrying from 50 to 100 pound loads. Most entry-level employees may also be required to obtain state licenses to apply pesticides and engage in duties that require exposure to various chemicals and pesticides. Also, employees will be expected to work in extreme working temperatures such as summer heat, cold winters, and other inclement weather. Are you physically able to safely perform these job duties with or without a reasonable accomodation? Yes No

I hereby certify that the answers given by me in the previous questions are true and correct without omissions of any kind. I agree that Cambium Tree Care & Preservation shall not be liable in any respect if my employment is terminated because of false, statements answers or omissions made by me on this application.

If you are offered a position with the Cambium Tree Care & Preservation, you will be given a drug/alcohol test as a condition of employment. Your refusal to timely submit to a drug/alcohol test or your failure to pass such a test means you will not be employed by Cambium. Negative test results are required as a condition of employment.

I hereby authorize all of my prior employers, the officials of all schools which I have attended or been associated with, any person named on this application, all public officials and any agency, to give any information regarding my employment, ability, criminal record, or any other characteristics whatsoever. I hereby release all said persons from any and all liability for any damage whatsoever which might result from their revealing or publishing this information. I understand that I have a right to make a written request within sixty (60) days of receiveing a notice of adverse action, for a complete and accurate disclosure of additional information concerning the nature and scope of the investigation by a third party.

I acknowledge that, if employed by Cambium I am expected to comply with the rules of Cambium as they have been or from time to time may be explained to me. I also acknowledge that I will work any hours assigned by the supervisor. I understand that my employment may be terminated with or without cause and with or without notice at any time, at the option of either Cambium or myself.

I understand that no representative of Cambium has the authority to enter into any agreement with me for employment of any specified period of time, or to make any agreement with me contrary to the foregoing and that the use of this application does not indicate that there are positions open and does not in any way obligate Cambium.

I hereby acknowledge that I have read and fully understand the meaning and importance of the foregoing, as well as the fact that no contract of employment exists between myself and Cambium, that no contract of employment can be inferred to exist, unless specifically agreed to in writing by an authorized officer of Cambium, and that I am aware of the consequences of affixing my signature hereto. This application is for the position applied for on page one and will remain active for 60 days. After such time a new application must be submitted.

Signature _____ Date _____