

BEAR COUNTRY U.S.A.
13820 HWY 16, RAPID CITY, SD 57702

EMPLOYMENT APPLICATION

An incomplete application may not be accepted.

NOTICE TO APPLICANTS: Bear Country U.S.A. is an Equal Opportunity Employer. We do not discriminate because of race, color, creed, age, sex, marital status, religion, status with regard to public assistance or disability, national origin, veteran's status, or any other prohibited basis of discrimination as provided under applicable state or federal law. In accordance with the Americans with Disabilities Act, federal law obligates us to provide reasonable accommodations to known disabilities of applicants, unless to do so would pose an undue hardship upon us. Please feel free to let us know if you need an accommodation to complete the application process.

PLEASE FILL OUT APPLICATION COMPLETELY --- PRINT CLEARLY. A clear understanding of your background is helpful in placing you in an appropriate position. Any misrepresentation or willful omission of facts may be cause for immediate dismissal, regardless of when discovered.

PERSONAL DATA:

Name _____ (Last) (First) (Middle)

Address _____ (Street) (City) (State) (Zip + 4)

Phone _____ Message Phone: _____

Social Security No.: _____ - _____ - _____ Email: _____

Are you at least 18 years old? Yes No Do you get the I-9 verification? Yes No
Are you a citizen of the U.S.? Yes No If "no", Permanent Residency or work Permit Number: _____

Have you ever been convicted of a crime? (Exclude misdemeanor traffic violations)
(Conviction of a crime does not automatically bar you from employment, but will only be considered in relation to specific job requirements).
 Yes No If "Yes", Date: _____ Offense: _____

Is any additional information relative to change of name, use of assumed name, maiden name or nickname necessary to conduct a check of your work record? Yes No
List of names by which you are known: _____

POSITION/JOB INFORMATION:

Position(s) Desired: _____ Full Time Part Time On Call Temporary

Date Available _____ Expected Rate of Pay: _____

Are you willing to work weekends: Yes No

How did you hear about this position? School Agency Walk-In Referral, if so, who? _____
 Newspaper Bulletin Board Other _____

Name(s) and relationship(s) of individual(s) you know were previously or are currently in our employ (If none, write "None"): _____

Have you ever been previously employed by Bear Country U.S.A.? Yes No
If so, dates: _____ Position: _____

If so, why did you leave: _____

EDUCATION/SKILLS DATA: If you are licensed, registered or certified in a profession or trade please indicate: _____

NAME AND ADDRESS OF SCHOOL	CIRCLE LAST GRADE COMPLETED	GRADUATE?		
LAST ELEMENTARY SCHOOL	1 2 3 4 5 6 7 8	<input type="checkbox"/> YES <input type="checkbox"/> NO		
LAST HIGH SCHOOL	9 10 11 12	<input type="checkbox"/> YES <input type="checkbox"/> NO		
COLLEGE OR UNIVERSITY AND ADDRESS	MAJOR SUBJECTS	DATES IN ATTENDANCE	DEGREE OR NUMBER OF CREDITS EARNED	DATE OF LEAVING OR GRADUATION

EMPLOYMENT HISTORY: (INCLUDE ANY RELEVANT VOLUNTEER EXPERIENCE)

PREVIOUS EMPLOYER:		FROM: ___ / ___	TO: ___ / ___
ADDRESS:		BEGINNING SALARY:	ENDING:
PHONE:	TOTAL TIME EMPLOYED:	JOB TITLE:	
DUTIES:		SUPERVISOR:	
		<input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME HRS./ WEEK ____ <input type="checkbox"/> TEMPORARY <input type="checkbox"/> ON CALL	
REASON FOR LEAVING:		MAY WE CONTACT? <input type="checkbox"/> YES <input type="checkbox"/> NO	

SECOND PREVIOUS EMPLOYER:		FROM: ___ / ___	TO: ___ / ___
ADDRESS:		BEGINNING SALARY:	ENDING:
PHONE:	TOTAL TIME EMPLOYED:	JOB TITLE:	
DUTIES:		SUPERVISOR:	
		<input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME HRS./ WEEK ____ <input type="checkbox"/> TEMPORARY <input type="checkbox"/> ON CALL	
REASON FOR LEAVING:		MAY WE CONTACT? <input type="checkbox"/> YES <input type="checkbox"/> NO	

THIRD PREVIOUS EMPLOYER:		FROM: ___ / ___	TO: ___ / ___
ADDRESS:		BEGINNING SALARY:	ENDING:
PHONE:	TOTAL TIME EMPLOYED:	JOB TITLE:	
DUTIES:		SUPERVISOR:	
		<input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME HRS./ WEEK ____ <input type="checkbox"/> TEMPORARY <input type="checkbox"/> ON CALL	
REASON FOR LEAVING:		MAY WE CONTACT? <input type="checkbox"/> YES <input type="checkbox"/> NO	

PERSONAL REFERENCES: {Other than relatives }

NAME AND COMPLETE ADDRESS	BUSINESS OR AFFILIATION	TELEPHONE NUMBER(S)	YEARS KNOWN
1.			
2.			
3.			

I certify that the information contained in this application is true and complete. I understand that providing any false or misleading information, misrepresentation or willful omission of facts during the application or interview process may result in withdrawal from consideration for employment or my immediate discharge if already hired, regardless of when discovered. I authorize Bear Country U.S.A. to investigate all statements in this application and to conduct a thorough background investigation of my past including employment, education, credit and job related activities. I indemnify Bear Country U.S.A. against any liability which may result from conducting such investigation. All employers, educational institutions and references whether or not listed are hereby authorized to give Bear Country U.S.A. any and all information regarding my employment and character and are hereby released from any and all liability which may result from furnishing such information.

I understand that this application is not a contract of employment and that if hired, regardless of any oral representations to the contrary, the employment relationship between myself and Bear Country U.S.A. is terminable-at-will such that both the business and I remain free to choose to end our work relationship at any time for any or no reason. I understand my employment may be contingent upon my passing the health assessment (pre-work screening) relevant to the position applied for in this application or the position for which I may be selected and I agree to undergo that assessment. I understand that any possible health assessment will be conducted by a physician selected by Bear Country U.S.A. to determine whether I can perform the essential functions of the job. I further understand a drug or alcohol test may be required depending on the position for which I am hired, and I further understand that a positive result for a substance for which I do not have a then current legal prescription may result in withdrawal of any off or employment or immediate discharge if already hired.

I authorize Bear Country U.S.A. to supply information regarding my employment or character, in its sole discretion, in whole or in part, to any prospective employer, governmental agency, or other party with an interest which Bear Country U.S.A. deems appropriate and are hereby released from any and all liability which may result from furnishing such information.

I agree that any personal property carried by me to and from Bear Country U.S.A. premises may be inspected by Bear Country U.S.A. authorized personnel.

Applicant's signature

Date

PLEASE DO NOT WRITE BELOW THIS LINE (FOR PERSONNEL DEPT. USE ONLY)

Date of Interview: ___ / ___ / ___

Comments: _____

Recommended action: Hire Do Not Hire Hold Reason for hold _____

Discussed: Job hours _____ Days: S M T W Th F S Weekends: Yes No

Starting Date: ___ / ___ / ___ Starting salary: \$ _____ per _____ Hired by: _____

References: _____

Conditions of hire: _____