



EMPLOYMENT APPLICATION

Barry E. Walter Sr. Company is an Equal Opportunity Employer dedicated to a policy of non-discrimination in employment practices. All applicants will receive consideration for employment without regard to gender, sexual orientation, age, race, color, religion, marital status, disability, national origin, or other legally-protected status. Barry E. Walter Sr. Company supports a drug-free workplace.

Please print all information carefully and completely.

ABOUT YOU

Name (Last, First, Middle): _____ Cell Phone: (____) _____
 Address (Number and Street): _____ Work Phone: (____) _____
 City, State, Zip Code: _____

Have you ever used a different name for education or employment purposes?

☐ Yes, Name: _____ ☐ No

If hired, can you furnish proof that you are over 18 years of age? ☐ Yes ☐ No

If hired, can you present evidence of your legal right to work in the United States? ☐ Yes ☐ No

(The Immigration Reform & Control Act of 1986 requires you to furnish proof of your employment authorization and your identity before you can begin work.)

Have you ever worked for this company before? ☐ Yes ☐ No If yes, when and where: _____

Do you have any relatives currently employed with us? ☐ Yes ☐ No If yes, who and where: _____

POSITION DESIRED

Position desired: _____ Salary desired: _____
 Full Time ☐ Part Time ☐ Date available to start work: _____

Are you able to satisfactorily perform the essential duties of this job with or without reasonable accommodation? ☐ Yes ☐ No

Do you have reliable transportation to and from work? ☐ Yes ☐ No Are you able to work overtime? ☐ Yes ☐ No

How did you hear about us? ☐ Online: _____ ☐ Agency: _____ ☐ Employee: _____

☐ Employer reputation ☐ Other: _____

EDUCATION

	School & Address	Course of Study	Years Completed (Circle Highest)	Did you graduate?	Degree Received
High School			1 2 3 4	___ Yes ___ No ___ Still Attending	
College			1 2 3 4	___ Yes ___ No ___ Still Attending	
Graduate School			1 2 3 4	___ Yes ___ No ___ Still Attending	
Technical or Trade School			1 2 3 4	___ Yes ___ No ___ Still Attending	
Other			1 2 3 4	___ Yes ___ No ___ Still Attending	

EMPLOYMENT HISTORY

List your most recent employment first. Attach additional pages or a résumé if needed.

DATES EMPLOYED

EMPLOYERS

From: ____ ____
Mo. Year

Company: _____

Street Address: _____

To: ____ ____
Mo. Year

City/State/Zip: _____

Supervisor Name and Title: _____ Phone: (____) _____

Reason for leaving: _____

Position Title and Job Duties: _____

From: ____ ____
Mo. Year

Company: _____

Street Address: _____

To: ____ ____
Mo. Year

City/State/Zip: _____

Supervisor Name and Title: _____ Phone: (____) _____

Reason for leaving: _____

Position Title and Job Duties: _____

From: ____ ____
Mo. Year

Company: _____

Street Address: _____

To: ____ ____
Mo. Year

City/State/Zip: _____

Supervisor Name and Title: _____ Phone: (____) _____

Reason for leaving: _____

Position Title and Job Duties: _____

From: ____ ____
Mo. Year

Company: _____

Street Address: _____

To: ____ ____
Mo. Year

City/State/Zip: _____

Supervisor Name and Title: _____ Phone: (____) _____

Reason for leaving: _____

Position Title and Job Duties: _____

Have you ever been terminated or asked to resign from any job? ____Yes ____No If yes, explain _____

Please explain any gaps in your employment history:

SKILLS & OTHER EXPERIENCE

Please list any relevant skills, certifications, or licenses:

What software or machinery are you experience with?

Are there any other experiences, skills, or qualifications that you feel would qualify you for the position you are applying for?

BUSINESS REFERENCES

Please list previous employers who are familiar with your work and abilities.

NAME	TITLE COMPANY	COMPANY ADDRESS (Street, City and State)	DAYTIME TELEPHONE NUMBER	BUSINESS RELATIONSHIP	NUMBER OF YEARS KNOWN

PERSONAL REFERENCES

Please list persons who know you well – not previous employers or relatives.

NAME	OCCUPATION	ADDRESS (Street, City and State)	TELEPHONE NUMBER	HOW KNOWN	HOW LONG KNOWN

APPLICANT STATEMENT & ACKNOWLEDGMENT

Please read carefully. This section contains important information about your rights and obligations. If you have any questions, please ask before signing. By signing below, I certify and agree to the following:

1. **Truthfulness of Information**

I affirm that the information provided in this application and any supporting documents or interviews is true, complete, and accurate. I understand that any misrepresentation, omission, or falsification may result in disqualification from consideration or, if employed, termination of employment.

2. **Authorization for Employment Verification**

I authorize Barry E. Walter Sr. Company to contact my current and former employers, schools, references, and other relevant sources to verify my qualifications. I release all parties from any liability resulting from the disclosure or use of such information. If I have requested that my current employer not be contacted, I understand that the company may still verify other employment and background details.

3. **Background Checks and Consumer Reports**

I understand that the company may, as allowed by the Fair Credit Reporting Act (FCRA), obtain a consumer report or investigative consumer report as part of the hiring process. I will be provided with a separate disclosure and authorization form for this purpose. I understand that employment may be contingent on the results of this background check.

4. **Drug-Free Workplace and Testing**

I understand that Barry E. Walter Sr. Company maintains a drug-free workplace. I may be required to undergo drug testing, job-related physicals, or other assessments before or during employment, to the extent permitted by law. I understand that refusing to participate may result in disqualification from consideration or termination of employment.

5. **At-Will Employment**

If hired, I understand that my employment with Barry E. Walter Sr. Company is at-will. This means that either I or the company may terminate the employment relationship at any time, with or without cause or notice. I understand that no verbal or written statement by any company representative, except by written agreement signed by the President of the company, may modify this at-will relationship.

6. **Return of Company Property**

If my employment ends, I agree to return all company property in my possession. I understand that the company may lawfully withhold the fair market value of any unreturned items from my final paycheck, to the extent permitted by law.

7. **Equal Employment and Compensation Opportunity**

I understand that Barry E. Walter Sr. Company is an equal opportunity employer and complies with all applicable laws, including the Colorado Equal Pay for Equal Work Act. Pay decisions are based on lawful, non-discriminatory business factors such as experience, education, and job requirements.

8. **Social Media Privacy**

I understand that under Colorado law, the company will not request or require my personal social media login credentials or access to private accounts.

9. **Electronic Communication**

I consent to receive communications regarding my application, interview status, and onboarding electronically, including by email or online platforms, unless I request otherwise in writing.

10. **Retention of Application**

I understand that this application may be kept on file for a period of time for future consideration unless I notify the company in writing that I wish to withdraw it.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE STATEMENT & AGREEMENT

Date

Applicant Signature