



Employment Application

SouthSide Power & Fitness is an equal employment opportunity employer and fully subscribes to the principles of equal employment opportunity. We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, marital or veteran status, disability, or any other protected status.

Provide only the information requested. Failure to do so will disqualify the application.

PERSONAL

Last Name	First Name	Middle Name
Street Address		Social Security Number
City, State, Zip		Home Telephone ()
Mailing Address (if different from above)		Contact Telephone ()
City, State, Zip		

PREFERENCE

Position(s) Desired	Can You Work Any Shift?	Yes	No
1. _____	If Not, Which Do You Prefer?		
2. _____	Part-time Or Full-time?		
3. _____	When Can You Start Work?		
Can You Work Overtime If Asked?	Yes	No	

EDUCATION

School	Name/Location	Course of Study	Years Completed	Graduate?	Degree (if applicable)
High School				Yes	
				No	
Vocational				Yes	
				No	
College				Yes	
				No	
Graduate				Yes	
				No	

TRAINING

Other Job-Related Training	Description	Who Taught?	Certification/License

MILITARY

Have You Ever Served In The United States armed forces?		Yes	If Yes, Fill Out Below.
		No	If No, Go On To Next Page.
Branch? (Circle One)	Status? (Circle One)	Date Discharged	Last Rank
Army	Ready Reserve		
Navy	Draft Eligible		
Air Force	Stand-by Reserve		
Marines	Inactive Reserve		
Coast Guard	National Guard		
	Obligation Completed		
		Disabled Veteran?	Yes
			No
		Vietnam Era Veteran?	Yes
			No

BACKGROUND

Have You Been Convicted Of Or Pleaded <i>No Lo Contendere</i> To A Felony?		Yes	No
If Yes, Describe Below. <i>Such conviction or plea may be relevant if job related, but not necessarily bar you from consideration for employment.</i>			
Felony	City, State	When	

Have You Ever Been Employed By This Company?	Yes	No
If So, What Department?	When?	

Start with last job and work back. Please include periods of military service, and describe what you were doing during periods of unemployment.

WORK HISTORY

Company Name		Telephone ()	
Address		Employed (Month/Year) From: To:	
Supervisor's Name	Pay Rate/Base Rate	Avg Production Rate (if applicable)	
Job Title And Duties			
Reason For Leaving			

Company Name		Telephone ()	
Address		Employed (Month/Year) From: To:	
Supervisor's Name	Pay Rate/Base Rate	Avg Production Rate (if applicable)	
Job Title And Duties			
Reason For Leaving			

Company Name		Telephone ()	
Address		Employed (Month/Year) From: To:	
Supervisor's Name	Pay Rate/Base Rate	Avg Production Rate (if applicable)	
Job Title And Duties			
Reason For Leaving			

W
O
R
K

H
I
S
T
O
R
Y

C
O
N
T
I
N
U
E
D

Company Name		Telephone ()	
Address		Employed (Month/Year) From: To:	
Supervisor's Name	Pay Rate/Base Rate	Avg Production Rate (if applicable)	

Job Title And Duties
Reason For Leaving

Company Name		Telephone ()	
Address		Employed (Month/Year) From: To:	
Supervisor's Name	Pay Rate/Base Rate	Avg Production Rate (if applicable)	

Job Title And Duties
Reason For Leaving

Company Name		Telephone ()	
Address		Employed (Month/Year) From: To:	
Supervisor's Name	Pay Rate/Base Rate	Avg Production Rate (if applicable)	

Job Title And Duties
Reason For Leaving

Company Name		Telephone ()	
Address		Employed (Month/Year) From: To:	
Supervisor's Name	Pay Rate/Base Rate	Avg Production Rate (if applicable)	

Job Title And Duties
Reason For Leaving

All Previous And Present Employers Will Be Contacted Unless Noted Here.

List Any Person(s) Currently Employed With This Company Who Can Verify This Information.

Name	Relationship	Department

Personal References

Name	Occupation	Telephone	Address

Additional Information / Comments

I understand that this application is NOT an offer of employment and that by accepting my application the Company does not guarantee that I will be offered a job. I also understand that, if I am offered and accept a job, the Company reserves and retains the right to make such changes in the terms and conditions of my employment as the Company determines to be appropriate. I acknowledge that no agent of the Company has made any statements or promises that I will be employed for a definite length of time. I understand that no manager or representative of the Company other than the Chief Executive Officer has authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing.

I understand that false statements, misrepresentations or omissions of facts on this application may be sufficient cause for dismissal upon discovery. I further understand that the use of this application does not indicate there are any positions open and does not in any way obligate this Company. This application will remain active for a period of three (3) months, after which time it may be renewed.

I understand that I will be required to take a physical examination in connection with my employment at the Company. I further understand that this examination will include certain tests for drugs and substances subject to abuse.

I consent to a physical examination which includes tests for such drugs and substances subject to abuse and authorize the release to appropriate personnel within the Company of any information pertinent to my employment, including the results of the above-mentioned tests. I understand and agree that a positive test result will prevent my being hired and that I may request a second test be performed on a specimen yielding a positive test result, if the original finding is in doubt.

I give permission to SouthSide Power & Fitness to contact my past and present employers for reference.

Applicant's Signature _____

Date _____

We Are An Equal Opportunity Employer.



Equal Employment Opportunity Questionnaire

To ensure the Company's requirements to meet all reporting regulations, all applicants are requested to complete this personal data sheet. The sole purpose of this information is to meet all Equal Employment Opportunity reporting requirements. **This information will not be used for any decisions in the hiring process. All information on this form is confidential and voluntary.**

_____ Last Name	_____ First Name	_____ Middle Initial
_____ Social Security Number	_____ Male	_____ Female
_____ Position Applying For	_____ Date Applied	

Race/Ethnic Category	Handicapped or Veteran Status
Please check all that apply:	Do you wish to identify yourself as a handicapped individual for our Affirmative Action Plan?
____ White, not Hispanic or Latino	____ Yes ____ No
____ Black or African American, not Hispanic or Latino	Do you wish to identify yourself as a disabled veteran for our Affirmative Action Plan?
____ Asian, not Hispanic or Latino	____ Yes ____ No
____ American Indian or Alaska Native; not Hispanic or Latino	Do you wish to identify yourself as a veteran of the Vietnam Era for our Affirmative Action Plan?
____ Hispanic or Latino (All other Races)	____ Yes ____ No
____ Native Hawaiian or other Pacific Islander; not Hispanic or Latino	Reference Source
____ Two or more Races; not Hispanic or Latino	____ Newspaper or Walk-in
	____ Employee Referral
	____ State Employment Agency
	____ Private Employment Agency

Your Signature

DISCLOSURE & AUTHORIZATION

DISCLOSURE - NOTICE REGARDING BACKGROUND INVESTIGATION

SouthSide Power & Fitness ("Employer") may obtain information about you from a consumer reporting agency for employment purposes. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may be obtained at any time after receipt of your authorization and, if you are hired, throughout your employment. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report. The most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by Background Investigation Bureau, LLC, ("BIB") who may be reached at 9710 Northcross Center Court, Huntersville, NC 28078, or by phone at (877) 439-3900 or by another outside organization. Other types of information that may be obtained include but are not limited to social security number verification, sex offender registry checks, criminal records checks, inmate records searches, motor vehicle records, and court records checks. The information contained in these consumer reports may be obtained by BIB from public record sources and will not be used to discriminate against you in violation of any law. The scope of this Disclosure and Authorization is all-encompassing, allowing Employer to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and, if you are hired, throughout the course of your employment to the extent permitted by law. The BIB privacy policy may be found at www.BIB.com

New York applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by Employer by directly contacting the consumer reporting agency identified above.

AUTHORIZATION AND ACKNOWLEDGMENT

I acknowledge receipt of the DISCLOSURE - NOTICE REGARDING BACKGROUND INVESTIGATION and "A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT" and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" at any time after receipt of this authorization and, if I am hired, throughout my employment. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, military branch, institution, school or university (public or private), information service bureau, past or present employer or supervisor, private business, insurance company or personal reference, and/or other persons to furnish any and all background information requested by BIB, additional third-party organizations acting on behalf of Employer, and/or Employer itself. I agree that a facsimile ("fax") or photographic copy of this Authorization shall be as valid as the original.

Signature: _____ **Date** _____

- ☐ Please check this box if you are a **Minnesota or Oklahoma** applicant or employee and would like to receive a copy of a consumer report if one is obtained by the Employer.
- ☐ Please check this box if you are a **California** applicant or employee and you would like to receive a copy of an investigative consumer report or consumer credit report if one is obtained by the Employer at no charge whenever you have a right to receive such a copy under California law.
(*If you elect to receive a copy, you are required (on an ongoing basis) to keep Employer informed of address changes so reports are not sent to old addresses.)

Personal Identifying Information for Consumer Reporting Agency – please print or type (list all names used; maiden, surname, alias)

Last Name	First	Middle	
Last Name	First	Middle	
Last Name	First	Middle	
Home Street Address	Apartment/Unit #		
City	State	ZIP	
Phone	E-mail Address		
*Date of Birth	*Social Security No.	Gender	Race
Drivers License Number	State Issued	Expires	

*This information is for the sole purpose of retrieving the background information listed above and will not be used by Employer for discriminatory purposes.

California applicants or employees only: By signing below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW.

Signature: _____ **Date** _____

(Applicant to keep this Summary of Rights)

Para informacion en espanol, visite www.consumerfinance.gov/learnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.

- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-567-8688.
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates.	a. Consumer Financial Protection Bureau 1700 G Street, NW Washington, DC 20552
b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:	b. Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357
2. To the extent not included in item 1 above:	
a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks	a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050
b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and insured state branches of foreign banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act	b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480
c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations	c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106
d. Federal Credit Unions	d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314
3. Air carriers	Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, SE Washington, DC 20590
4. Creditors Subject to the Surface Transportation Board	Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, SW Washington, DC 20423
5. Creditors Subject to Packers and Stockyards Act, 1921	Nearest Packers and Stockyards Administration area supervisor
6. Small Business Investment Companies	Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, SW, 8th Floor Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F Street, NE Washington, DC 20549
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	FTC Regional Office for region in which the creditor operates <u>or</u> Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357

ADDITIONAL STATE LAW NOTICES

If you live in or are seeking work for the Employer in California, Maine, Massachusetts, New York or Washington State applicant, employee or contractor, please also note:

CALIFORNIA: Pursuant to section 1786.22 of the California Civil Code, you may view the file maintained on you by the BIB during normal business hours. You may also obtain a copy of this file, upon submitting proper identification and paying the costs of duplication services, by appearing at BIB's offices in person, during normal business hours and on reasonable notice, or by mail. You may also receive a summary of the file by telephone, upon submitting proper identification. BIB has trained personnel available to explain your file to you, including any coded information. If you appear in person, you may be accompanied by one other person, provided that person furnishes proper identification.

MAINE: You have the right, upon request, to be informed of whether an investigative consumer report was requested from a consumer reporting agency, and if one was requested, the name and address of the consumer reporting agency furnishing the report. You may request and receive from the Employer within five business days of our receipt of your request, the name, address and telephone number of the nearest unit designated to handle inquiries for the consumer reporting agency issuing an investigative consumer report concerning you. You also have the right, under Maine law, to request and promptly receive from all such agencies copies of any such reports.

MASSACHUSETTS: If we request an investigative consumer report from a consumer reporting agency, you have the right, upon written request, to a copy of the report.

NEW YORK: You have the right, upon request, to be informed of whether or not a consumer report was requested from a consumer reporting agency. If a consumer report is requested, you will be provided with the name and address of the consumer reporting agency furnishing the report. You may inspect and receive a copy of the report by contacting that agency.

WASHINGTON STATE: If Employer requests an investigative consumer report from a consumer reporting agency, you have the right, upon written request made within a reasonable period of time after your receipt of this disclosure, to receive a complete and accurate disclosure of the nature and scope of the investigation requested by the Employer. You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

<p style="text-align: center;">NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW</p>
--

SouthSide Power & Fitness (the "Employer") intends to obtain information about you from an investigative consumer reporting agency and/or a consumer credit reporting agency for employment purposes. Thus, you can expect to be the subject of "investigative consumer reports" and "consumer credit reports" obtained for employment purposes. Such reports may include information about your character, general reputation, personal characteristics and mode of living. With respect to any investigative consumer report from an investigative consumer reporting agency ("ICRA"), the Employer may investigate the information contained in your employment application and other background information about you, including but not limited to obtaining a criminal record report, verifying references, work history, your social security number, your educational achievements, licensure, and certifications, your driving record, and other information about you, and interviewing people who are knowledgeable about you. The results of this report may be used as a factor in making employment decisions. The source of any investigative consumer report (as that term is defined under California law) will be Background Investigation Bureau, LLC, ("BIB") who may be reached at 9710 Northcross Center Court, Huntersville, NC 28078, or by phone at (877) 439-3900 or www.bib.com. The source of any credit report will be Equifax, PO Box 740241, Atlanta, GA 30374-4213, (800) 685-1111 or www.equifax.com.

The Employer agrees to provide you with a copy of an investigative consumer report when required to do so under California law.

Under California Civil Code section 1786.22, you are entitled to find out from an ICRA what is in the ICRA's file on you with proper identification, as follows:

- In person, by visual inspection of your file during normal business hours and on reasonable notice. You also may request a copy of the information in person. The ICRA may not charge you more than the actual copying costs for providing you with a copy of your file.
- A summary of all information contained in the ICRA's file on you that is required to be provided by the California Civil Code will be provided to you via telephone, if you have made a written request, with proper identification, for telephone disclosure, and the toll charge, if any, for the telephone call is prepaid by or charged directly to you.
- By requesting a copy be sent to a specified addressee by certified mail. ICRA's complying with requests for certified mailings shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the ICRA's.

"Proper Identification" includes documents such as a valid driver's license, social security account number, military identification card, and credit cards. Only if you cannot identify yourself with such information may the ICRA require additional information concerning your employment and personal or family history in order to verify your identity.

The ICRA will provide trained personnel to explain any information furnished to you and will provide a written explanation of any coded information contained in files maintained on you. This written explanation will be provided whenever a file is provided to you for visual inspection.

You may be accompanied by one other person of your choosing, who must furnish reasonable identification. An ICRA may require you to furnish a written statement granting permission to the ICRA to discuss your file in such person's presence.