



RUSSELL LANDS, INC.

ALEXANDER CITY, ALABAMA

APPLICATION FOR EMPLOYMENT

PLEASE READ BEFORE FILLING OUT THIS APPLICATION

Russell Lands, Inc. does not discriminate in hiring or employment on the basis of race, color, religious creed, national origin, sex, ancestry, handicapped condition, disability or on the basis of age against persons between forty and seventy years. No question on this application is intended to secure information for any discriminatory purpose.

This application will be given every consideration, but its receipt does not guarantee the applicant will be hired.

Please hand this application, when completed, to the Personnel Department representative. Russell Lands, Inc. requires that all applicants be personally interviewed prior to any employment consideration.

Federal law prohibits the employment of unauthorized aliens. All persons hired must submit satisfactory proof of employment authorization and identity (valid driver's license, social security card, birth certificate, Green Card, etc.) Russell Lands, Inc. will comply with the Alabama requirements of the Beason Harmon Taxpayer and Citizens Protection Act as it may be amended from time to time including its e-verify provisions.

LAST NAME			FIRST		MIDDLE		SOCIAL SECURITY NUMBER		DATE OF APPLICATION				
STREET ADDRESS							CITY AND STATE		ZIP CODE				
PREVIOUS ADDRESS IF AT CURRENT ADDRESS LESS THAN 2 YEARS													
HOME TELEPHONE			HOW LONG HAVE YOU LIVED AT YOUR PRESENT ADDRESS?			IF HIRED CAN YOU PRESENT EVIDENCE OF U.S. CITIZENSHIP OR YOUR LEGAL RIGHT TO LIVE AND WORK IN THIS COUNTRY? <input type="checkbox"/> YES <input type="checkbox"/> NO							
TYPE OF WORK YOU DESIRE						ARE YOU INTERESTED IN <input type="checkbox"/> PART TIME <input type="checkbox"/> FULL TIME <input type="checkbox"/> TEMPORARY WORK							
SALARY EXPECTED \$		HOURS AVAILABLE FOR WORK			DATE AVAILABLE FOR WORK			HOW WERE YOU REFERRED TO US?					
HAVE YOU EVER WORKED FOR THIS COMPANY BEFORE? <input type="checkbox"/> YES <input type="checkbox"/> NO		HAVE YOU EVER COMPLETED AN APPLICATION HERE BEFORE? <input type="checkbox"/> YES <input type="checkbox"/> NO				IF YES, WHEN?							
LIST ANY FRIENDS OR RELATIVES (INCLUDE RELATIONSHIP) WORKING FOR RUSSELL LANDS													
HAVE YOU EVER BEEN CONVICTED OF ANY CRIMINAL OFFENSE INVOLVING DISHONESTY OR BREACH OR TRUST? <input type="checkbox"/> YES <input type="checkbox"/> NO				IF YES, WHEN?			WHERE?						
NATURE OF CONVICTION													
EDUCATION													
HIGH SCHOOL ATTENDED				CITY AND STATE				YEARS COMPLETED 1 2 3 4		DIPLOMA		GRADE AVG.	
COLLEGE OR UNIVERSITY								1 2 3 4		DEGREE			
BUSINESS, TRADE OR GRADUATE SCHOOL								1 2 3 4		COURSE			
SCHOLASTIC HONORS AND AWARDS						EXTRACURRICULAR ACTIVITIES							
IF YOU DID NOT GRADUATE, WHY DID YOU LEAVE SCHOOL OR COLLEGE?													
DO YOU PLAN TO CONTINUE SCHOOL ANYTIME IN THE FUTURE? <input type="checkbox"/> YES <input type="checkbox"/> NO					WHEN AND WHERE?				WHAT COURSE(S)?				

MILITARY SERVICE

HAVE YOU SERVED IN THE
U.S. ARMED FORCES? YES
 NO

BRANCH _____

DATES OF ACTIVE SERVICE
FROM _____ TO _____

RANK AT
DISCHARGE _____

MILITARY
OCCUPATION _____

GENERAL

WHAT OFFICE MACHINES CAN YOU OPERATE? (LIST KIND OF MACHINE AND AMOUNT OF EXPERIENCE)

1. _____

2. _____

2. _____

4. _____

LIST SPORTS, HOBBIES, CIVIC AND COMMUNITY ACTIVITIES AND PROFESSIONAL SOCIETIES IN WHICH YOU PARTICIPATE, INCLUDING OFFICES HELD,
(EXCLUDE THOSE WHICH MAY DISCLOSE YOUR RACE, COLOR, RELIGION OR NATIONAL ORIGIN)

1. _____

3. _____

2. _____

4. _____

LIST ANY SPECIAL SKILLS OR TALENTS YOU POSSESS, WHICH YOU FEEL MAY HELP QUALIFY YOU FOR A POSITION.

1. _____

3. _____

2. _____

4. _____

I hereby grant Russell Lands, Inc. authority to obtain information from current and previous employers, The Alabama Judicial Data Center, Department of Public Safety & other Public Law Enforcement Agencies, regarding my previous work history, driver history and criminal history. I agree not to hold Russell Lands, Inc., any of its subsidiaries, agents of the company or their family members, or my previous employer liable for the release of this information. I understand that by signing this authorization I am not guaranteed employment. By signing this authorization, I authorize and permit the entities listed above to release the information requested by Russell Lands, Inc.

Signed

Date

WILL THIS APPLICANT BE DRIVING A COMPANY VEHICLE?

YES _____ NO _____

IF YES, COMPLETE THE FOLLOWING: (PLEASE PRINT)

FULL NAME

(To Include Middle Name) _____

DRIVER'S LICENSE NUMBER _____

EXPIRATION DATE _____

DATE OF BIRTH _____

REFERENCES

PLEASE GIVE NAMES OF THREE BUSINESS OR PROFESSIONAL PEOPLE (NOT RELATIVES) WHO HAVE KNOWN YOU FOR SOME TIME.

NAME	ADDRESS	THEIR BUSINESS AND/OR PROFESSION

HAVE YOU EVER USED ANOTHER NAME IN SCHOOL OR BUSINESS? <input type="checkbox"/> YES <input type="checkbox"/> NO	IF YES, PLEASE LIST
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IN CASE OF EMERGENCY WHO SHOULD BE NOTIFIED?	NAME	ADDRESS	TELEPHONE ()

PLEASE READ BEFORE SIGNING

(If you have any questions regarding this statement, please consult with the Personnel Representative before signing.)

I certify that the foregoing statements are true and correct to the best of my knowledge and belief, and hereby grant Russell Lands, Inc. permission to verify such answers. I understand that any false statement on this application may be considered sufficient cause for rejection of this application, or for dismissal if such false statement is discovered subsequent to my employment.

In making this application for employment I understand that an investigation may be made whereby information is obtained through personal interviews with my neighbors, friends or others with whom I am acquainted. This inquiry includes information as to my character, general reputation, personal characteristics, and mode of living. I have the right to make a written request within a reasonable period of time for a complete and accurate disclosure of additional information concerning the nature and scope of this investigation.

If employed by Russell Lands, Inc. or any of its affiliates or subsidiaries, I will comply with all rules and regulations as set forth in the corporation's policy manual or other communications distributed to all employees. In addition, I authorize Russell Lands, Inc. to provide my employment record, in whole or in part, and in confidence, to any prospective employer, governmental agency, or other party with a legal and proper interest. I understand that my employment is for no stated term and is subject to termination at the will of the corporation.

I understand that this application is void 60 days from this date.

I hereby acknowledge that I have read the above statement and understand the same.

SIGNATURE _____ DATE _____