

EMPLOYMENT APPLICATION

TO THE APPLICANT: READ THIS INTRODUCTION CAREFULLY BEFORE ANSWERING ANY QUESTIONS. VARIOUS FEDERAL AND STATE LAWS, AS WELL AS REGULATIONS FOR FEDERAL GOVERNMENT CONTRACTORS, PROHIBIT DISCRIMINATION BECAUSE OF RACE, COLOR, RELIGION, AGE, HANDICAP, AND MILITARY SERVICE. NONE OF THE QUESTIONS CONTAINED HEREIN ARE INTENDED TO ELICIT INFORMATION IN VIOLATION OF THOSE LAWS OR TO BE USED IN A DISCRIMINATORY MANNER. CERTAIN INFORMATION IS SOLICITED REGARDING AN APPLICANT'S RACE, CREED, AND/OR NATIONAL ORIGIN. SUCH INFORMATION IS PROVIDED BY AN APPLICANT ONLY ON A VOLUNTARY BASIS AND WILL NOT BE CONSIDERED BY THOMAS & BETTS IN EVALUATING AN EMPLOYMENT APPLICATION OR MAKING ANY OTHER JOB-RELATED OR OTHER DECISION. THE INFORMATION SOLICITED IS REQUESTED FOR THE PURPOSES OF COMPILING AND REPORTING JOB APPLICANT INFORMATION TO STATE AND FEDERAL REGULATORY AGENCIES AND FOR OTHER SIMILAR NON-DISCRIMINATORY PERMISSIBLE USES.

DATE

PERSONAL INFORMATION

LAST NAME	FIRST	MIDDLE	SOCIAL SECURITY #
HOME ADDRESS	NO.	STREET	APARTMENT
			CONTACT NUMBERS
			W/H:
			Cell:
CITY	STATE		ZIP
ADDRESS (If current residence is for less than 5 years, please provide previous address)			
Address		City	State
			Zip
E-MAIL ADDRESS (OPTIONAL - NOTE THAT CONFIDENTIAL EMPLOYMENT RELATED INFORMATION MAY BE SENT TO THIS ADDRESS)			
ARE YOU LEGALLY PERMITTED TO WORK IN THE U.S.?	<input type="checkbox"/> Yes <input type="checkbox"/> No	WILL YOU NOW OR IN THE FUTURE REQUIRE SPONSORSHIP FOR EMPLOYMENT VISA STATUS? (E.G., H-1B VISA STATUS)	<input type="checkbox"/> Yes <input type="checkbox"/> No
ARE YOU OVER 18 YEARS OF AGE?	<input type="checkbox"/> Yes <input type="checkbox"/> No	HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM A JOB?	<input type="checkbox"/> Yes, explain: <input type="checkbox"/> No
ARE YOU PRESENTLY EMPLOYED?	<input type="checkbox"/> Yes <input type="checkbox"/> No	IF YOU ARE EMPLOYED, WHAT IS YOUR PRESENT STATUS?	<input type="checkbox"/> Active <input type="checkbox"/> Other, explain: <input type="checkbox"/> Strike <input type="checkbox"/> Layoff
HOW WERE YOU REFERRED TO THOMAS & BETTS?		HAVE YOU EVER BEEN EMPLOYED BY ANY DIVISION OF THOMAS & BETTS?	<input type="checkbox"/> Yes, specify where and when: <input type="checkbox"/> No
DO ANY OF YOUR RELATIVES WORK FOR THOMAS & BETTS?	<input type="checkbox"/> Yes Name: Relationship: Location: <input type="checkbox"/> No	HAVE YOU EVER WORKED OR ATTENDED SCHOOL UNDER A DIFFERENT NAME?	<input type="checkbox"/> Yes Name: <input type="checkbox"/> No
HAVE YOU EVER BEEN CONVICTED OF A CRIME OR PLEADED GUILTY TO A FELONY OR TO ANY CRIME? (Not to include driving offenses)			
<input type="checkbox"/> Yes, explain: <input type="checkbox"/> No			

JOB INTEREST

TYPE OF POSITION DESIRED	SALARY DESIRED (ANNUALIZED)	DATE AVAILABLE FOR EMPLOYMENT
POSITION:	\$	
SPECIFY MACHINES OR OFFICE EQUIPMENT OPERATED:		
ARE YOU AVAILABLE TO WORK?	<input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME	<input type="checkbox"/> SHIFT WORK SPECIFY SHIFT PREFERENCE: _____

EDUCATION AND TRAINING

CIRCLE LAST YEAR COMPLETED	ELEMENTARY SCHOOL								HIGH SCHOOL				COLLEGE							GED
	1	2	3	4	5	6	7	8	1	2	3	4	1	2	3	4	5	6	7	
TYPE	NAME OF SCHOOL:											MAJOR & DEGREE EARNED							GRAD?	
COLLEGE	CITY AND STATE:											GPA:							<input type="checkbox"/> Yes <input type="checkbox"/> No	
	NAME OF SCHOOL:																		<input type="checkbox"/> Yes <input type="checkbox"/> No	
GRADUATE SCHOOL	CITY AND STATE:											GPA:							<input type="checkbox"/> Yes <input type="checkbox"/> No	
	NAME OF SCHOOL:																		<input type="checkbox"/> Yes <input type="checkbox"/> No	
OTHER GRADUATE OR TECHNICAL, COMMERCIAL, etc.	CITY AND STATE:																		<input type="checkbox"/> Yes <input type="checkbox"/> No	
	NAME OF SCHOOL:																		<input type="checkbox"/> Yes <input type="checkbox"/> No	
PROFESSIONAL LICENSES, CERTIFICATIONS AND/OR MEMBERSHIPS	Type:											License or Certificate #:								
	State obtained:											Expiration date:								
OFFICE SKILLS	TYPING SPEED - wpm				MS OFFICE SKILLS (specify Basic, Intermediate or Advanced level)				Other: (data entry etc.)											
	40				Word:															
60				Excel:																
80				Power Point:																
				Outlook or Groupwise:																

MILITARY HISTORY

HAVE YOU EVER SERVED IN THE ARMED FORCES OF THE UNITED STATES? IF YES, PLEASE LIST ANY SPECIAL SKILLS OR TRAINING ACQUIRED THROUGH SUCH SERVICE.	<input type="checkbox"/> Yes <input type="checkbox"/> No Date From: Date To:
BRANCH OF SERVICE:	
Principle duties: Special training received: Rank at separation or discharge: Type of discharge (honorable or dishonorable): <i>A dishonorable discharge is not an absolute bar to employment, and other factors will affect a final decision.</i>	

EMPLOYMENT RECORD / EXPERIENCE

LIST BELOW ALL PRESENT AND PAST EMPLOYMENT, BEGINNING WITH YOUR MOST RECENT. Include school or college vacation employment where this is your only work experience. Use a separate section for each employer and for each period where you were without employment or worked for yourself.			
MAY WE CONTACT YOUR PRESENT EMPLOYER?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not at this time		
EMPLOYER NAME AND ADDRESS	LAST POSITION HELD	TYPE	DATES (Mo/Yr)
		<input type="checkbox"/> Full Time	From To
	Supervisor Name and Title	<input type="checkbox"/> Part Time	Last Salary
			\$
Description of Duties	Reason for Leaving		
EMPLOYER NAME AND ADDRESS	POSITION HELD	TYPE	DATES (Mo/Yr)
		<input type="checkbox"/> Full Time	From To
	Supervisor	<input type="checkbox"/> Part Time	Last Salary
			\$
Description of Duties	Reason for Leaving		

EMPLOYMENT RECORD / EXPERIENCE (Continued)

EMPLOYER NAME AND ADDRESS	POSITION HELD	TYPE	DATES (Mo/Yr)	
		<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time	From	To
	Supervisor		Last Salary	
			\$	
Description of Duties	Reason for Leaving			
EMPLOYER NAME AND ADDRESS	POSITION HELD	TYPE	DATES (Mo/Yr)	
		<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time	From	To
	Supervisor		Last Salary	
			\$	
Description of Duties	Reason for Leaving			

1. I understand that the accuracy and completeness of my statements will be relied upon by Thomas & Betts. I authorize investigation of all statements contained in this application and permit Thomas & Betts to obtain any transcripts, records or documents pertaining to my background and business experience. I also agree to release Thomas & Betts from any liability arising there from and understand that any misstatements, omissions or false statements made by me may be cause for dismissal.
2. If any employment relationship is established, I also understand that I retain the right to terminate my employment at any time and that Thomas and Betts retains a similar right.
3. I acknowledge my understanding that statements which may be contained in policies, practices, handbooks and other company materials do not create any guarantee of employment. Any promise to the contrary will only be relied upon by me if they are in writing and signed by an authorized company official.
4. I understand that the company has the right to modify, amend or terminate policies, practices, benefit plans and other company programs within the limits and requirements imposed by law.

Signature of Applicant

Date

COMMENTS

THOMAS & BETTS CORPORATION – AN EQUAL OPPORTUNITY EMPLOYER

FAIR CREDIT REPORTING ACT DISCLOSURE

As an applicant for employment or a current employee of Thomas & Betts Corporation, you are a consumer with rights under the Fair Credit Reporting Act. When any of the following circumstances exist, Thomas & Betts Corporation may choose to obtain and use information contained in either a consumer report or an investigative consumer report from a consumer reporting agency about you when: 1. Considering your application for employment, 2. Making a decision whether to offer you employment, 3. Deciding whether to continue your employment (if you are hired), or 4. Making other employment-related decisions affecting you.

For explanation purposes, a "consumer reporting agency" is a person or business which, for monetary fees, dues or on a cooperative non-profit basis, regularly assembles or evaluates consumer credit information or other information on consumers for the purposes of furnishing consumer reports to others, such as Thomas & Betts Corporation.

An "investigative consumer report" means a consumer report or portion thereof in which information on your character, general reputation, personal characteristics or mode of living is obtained through interviews.

In the event an investigative consumer report is prepared, you may request additional disclosures regarding the nature and scope of the investigation requested, as well as a written summary of your rights under the Fair Credit Reporting Act.

DRUG AND ALCOHOL TESTING DISCLOSURE

Thomas & Betts Corporation is committed to maintaining a drug and alcohol free workplace consistent with applicable state and federal laws and regulations. As an applicant for employment or a current employee of Thomas & Betts Corporation you are specifically agreeing to be bound by the terms of Thomas & Betts' applicable policy concerning the use, possession and/or sale of alcohol and drugs, legal and illegal. You are further agreeing to submit to all pre-employment drug or alcohol screening procedures and requirements by signing the AUTHORIZATION below.

AUTHORIZATION

By signing below, I, _____, hereby voluntarily authorize Thomas & Betts Corporation to obtain either a consumer report or an investigative consumer report about me from a consumer reporting agency and to consider this information when making decisions regarding my employment with Thomas & Betts Corporation. This report may be compiled with information from court record repositories, departments of motor vehicle, past or present employers and educational institutions, governmental occupational licensing or registration entities, business or personal references, credit bureaus or any other source required to verify information that I have voluntarily supplied. I understand that I have rights under the Fair Credit Reporting Act, including the rights discussed above.

I further hereby voluntarily agree to submit to a drug test. I further consent to having specimens tested at a selected laboratory. I also certify that the specimen collected from me will be mine and will not be altered or adulterated in any manner. I give consent to the testing agency/laboratory to release to Thomas & Betts and other officially interested parties the results of my tests and that employment will be denied if I test positive. I understand that I may request a copy of any test results, as long as it is in compliance with the respective state laws and HIPAA requirements. I further agree to hold Thomas & Betts, its agents, officers and employees harmless from, and waive all claims existing and accruing in the future, for any and all liability (including negligence) arising in connection with the testing for drugs and/or alcohol.

Signature of Applicant

Date

