



**Paradise Pet Resort & Spa
128 Cleghorn Blvd.
Madison, Alabama 35758
256-772-1197**

Employment Policies & Applicant Statement

1. Paradise Pet Resort & Spa is committed to a policy of Equal Employment Opportunity (E.E.O.) for all qualified individuals, regardless of race, color, religion, national origin, sex, disability, military status, or age.
2. My signature authorizes Paradise Pet Resort & Spa or its authorized agents to conduct a thorough investigation of all statements, written and oral, made by me during the employment application process, including without limitation, information concerning my employment positions, criminal conviction record, driving record, and educational background. I hereby authorize all persons, companies or other entities connected with any such informational request, including without limitation, current or prior employers and law enforcement agencies to provide any and all information they may have regarding me or my employment. In consideration for the opportunity to be considered for any opening, to the extent allowed by law I release and agree to indemnify Paradise Pet Resort & Spa, its authorized agents, and its employees, and all other persons, companies, and other entities from any and all liability arising out of such investigation, including without limitation any liability for furnishing information or taking action based on the information provided.
3. I hereby certify that all responses set forth on my employment application and made during my employment application process are true and complete. I understand and agree that any falsification, misrepresentation, or omission either on the employment application form or in my responses to questions asked during the interviewing or examination process may disqualify me from further consideration for employment, or if employed by Paradise Pet Resort & Spa, will subject me to immediate termination, whenever the falsification or omission is discovered. In this regard, where an item is left blank on the employment application, it is because there is no information within its scope.
4. I understand that a drug screen may be required before and random testing during my employment. In addition, I authorize a drug screen by a qualified examiner selected by Paradise Pet Resort & Spa if I am made a contingent offer of employment. To the maximum extent allowed by law, I release and agree to indemnify Paradise Pet Resort & Spa, its authorized agents, and its employees, and all other persons, companies, and other entities from any and all liability arising out of any drug screen or testing or for the taking of any action based on the results of any such screening or testing.
5. I agree and consent that Paradise Pet Resort & Spa may inspect any Paradise Pet Resort & Spa property at any time for any reason, without notice. This property includes, without limitation, work stations, computers, offices, desks, lockers, voice mail and filing cabinets. Additionally, I agree and consent that any personal items I bring onto Paradise Pet Resort &

Spa premises are subject to inspection at any time and for any reason, without prior notice.

6. I understand and agree if I am employed by Paradise Pet Resort & Spa, employment is at-will such that I may terminate my employment at any time and for any or no reason. Likewise, Paradise Pet Resort & Spa can terminate my employment at any time and for any or no reason. I also understand and agree that nothing contained in the Paradise Pet Resort & Spa application or in the granting or conducting of an interview or anything set forth in any oral or written statement, communication, or policy now or in the future constitutes or creates or is intended to constitute or create a contract or promise between me and Paradise Pet Resort & Spa for employment, hours of work, or for the provision of benefits. Moreover, I acknowledge that Paradise Pet Resort & Spa may modify, revoke, suspend, terminate or change any or all of its plans, policies, or procedures at any time, without prior notice. I further understand and agree that, unless otherwise agreed in a signed writing specifically referencing the absence of any at-will employment and signed by all parties to be bound, no promises or guarantees regarding employment, hours of work or for the provision of benefits have been made to me or are relied upon by me.

Printed Applicant's Name

Applicant's Signature

Date



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Employment Application

Name: _____

Address: _____

Telephone: _____ Alt. Telephone: _____

Email Address: _____

Social Security Number: _____

Are you 18 years of age or older? (Circle) Yes No

Have you ever been convicted of any misdemeanor or felony (this includes, without limitation, pleading guilty, pleading no contest, or having a finding of guilt)? (Circle) Yes No

**Please note: Conviction will not necessarily disqualify your application from consideration.*

If yes, where, what for, and give dates:

Type of position applying for: _____

Please circle one of the following:

Full Time

Part Time

Temporary

Date available to start work: _____

Are you able to work weekends and on holidays? (Circle) Yes No

Do you have a reliable means of transportation to and from work? (Circle) Yes No

Were you referred by a current employee? (Circle) Yes No

If yes, who: _____

Are you able to perform the essential functions of the job for you are applying with or without a reasonable accommodation? Yes or No:

**Please Note: Job Descriptions available upon request.*

Educational Background:

WORK HISTORY

Please list the last three jobs and time of employment:

1) Place of Employment: From: Month/ Year To: Month/ Year

2) Place of Employment: From: Month/ Year To: Month/ Year

3) Place of Employment: From: Month/ Year To: Month/ Year
