



Liberty Utilities
Employment Application
An Equal Opportunity Employer

Date: _____

Name: _____
Last Name First Name Middle Initial

Current Address: _____
Street Address City State Zip

Mailing Address: _____
Street Address City State Zip

Contact Numbers: () _____ () _____ () _____ () _____
Cell Home Business Fax

Position Desired: _____

Regular Full-Time Are you available to work on weekends? Yes No
 Regular Part-Time Are you available to work overtime? Yes No
 Temporary/Seasonal

If applying for temporary/seasonal work, what time period are you available? From: _____ To: _____

What days/hours are you available? _____

If hired, what date could you start work? _____ Salary Desired: _____

Personal Information:

Have you ever applied to, or worked for, Liberty Utilities Park Water before? Yes No

If "Yes," what date were you hired? _____ What date did you leave? _____

Do you have any friends or relatives working for Liberty Utilities Park Water? Yes No

(Note: Spouses or Registered Domestic Partners [RDPs] of employees are eligible for employment [or continued employment, if marriage occurs when both individuals are currently employed] under only certain conditions. Spouses or RDP's will not be eligible for employment where potential problems of supervision, safety, security, morale, or conflicts of interest exist.)

If "Yes," please state name(s) and relationship(s):

| | |
|------------|--------------------|
| Name _____ | Relationship _____ |
| Name _____ | Relationship _____ |

If hired, would you have a reliable means of transportation to and from work? Yes No
 Are you at least 18 years old? Yes No
 If you are not 18 years old, can you supply a valid work permit? Yes No

If hired, can you provide the documentation required to establish your legal right to live and work in the United States? Yes No
(Proof of identity and legal right to work in the U.S. is a condition of employment.)

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

If "No," please describe the accommodations that may be needed: _____

(We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. Hire may be subject to passing a medical examination and to skill and agility tests.)

Have you ever been convicted of a crime? Yes No

(Convictions for marijuana-related offenses that are more than two years old need not be listed. No applicant will be denied employment solely on the grounds of a conviction of a criminal offense. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position(s) applied for may, however, be considered.)

If "Yes," state the nature of the crime(s), when and where convicted, and disposition of the case(s). _____

Education, Training, and Experience:

High School: _____
 Name Street Address City State Zip

Number of Years Completed: _____ Type of Degree or Diploma: _____ Did You Graduate? Yes No

College/University: _____
 Name Street Address City State Zip

Number of Years Completed: _____ Type of Degree or Diploma: _____ Did You Graduate? Yes No

Vocational/Business: _____
 Name Street Address City State Zip

Number of Years Completed: _____ Type of Degree or Diploma: _____ Did You Graduate? Yes No

Do you have any other experience, training, qualifications, or skills which you feel make you especially suited for the job you are applying for, or for Liberty Utilities Park Water in general? Yes No

If "Yes," please explain: _____

If applying for a professional position, please answer the following questions:

Are you licensed/certified for the job applied for? Yes No

If "Yes," what is the License/Certification Title: _____ Number: _____ State of Issue: _____

Has your license/certification ever been revoked or suspended? Yes No

If "Yes," state the reason(s), date of revocation or suspension, and date of reinstatement: _____

Employment History:

Please list all present and past employment, starting with your most recent employer (last 5 years is sufficient). You **must** complete this section even if attaching a resume.

Employer: _____
 Name Street Address City State Zip

Type of Business: _____ Telephone Number: () _____

Job Title & Duties: _____ Dates of Employment: _____
 From To

Reason for Leaving: _____ Hourly or Monthly Pay: _____

Employer: _____
Name Street Address City State Zip

Type of Business: _____ Telephone Number: () _____

Job Title & Duties: _____ Dates of Employment: _____
From To

Reason for Leaving: _____ Hourly or Monthly Pay: _____

Employer: _____
Name Street Address City State Zip

Type of Business: _____ Telephone Number: () _____

Job Title & Duties: _____ Dates of Employment: _____
From To

Reason for Leaving: _____ Hourly or Monthly Pay: _____

Employer: _____
Name Street Address City State Zip

Type of Business: _____ Telephone Number: () _____

Job Title & Duties: _____ Dates of Employment: _____
From To

Reason for Leaving: _____ Hourly or Monthly Pay: _____

Employer: _____
Name Street Address City State Zip

Type of Business: _____ Telephone Number: () _____

Job Title & Duties: _____ Dates of Employment: _____
From To

Reason for Leaving: _____ Hourly or Monthly Pay: _____

Please read carefully, initial each paragraph, sign, and date below:

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

Initials

I hereby authorize Liberty Utilities Park Water to thoroughly investigate my references, work record, education, and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to the Company any and all letters, reports, and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release Liberty Utilities Park Water, my former employers, and all other persons, corporations, partnerships, and associations from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

Initials

I understand that nothing contained in the application, or conveyed during any interview which may be granted, or during my employment, if hired, is intended to create an employment contract between me and the Company. In addition, I understand and agree that if I am employed, my employment is at-will and is for no definite or determinable period and may be terminated at any time, with or without prior notice, with or without cause, at the option of either myself or the Company, and that no promises or representations contrary to the foregoing are binding on the Company unless made in writing and signed by me and the Company's designated representative.

Initials

I further agree and acknowledge that the Company and I will utilize binding arbitration to resolve all disputes that may arise out of the employment context. Both the Company and I agree that any claim, dispute, and/or controversy that either I may have against the Company (or its officers, directors, managers, employees, agents, and parties affiliated with the employee benefit and health plans), or the Company may have against me, arising from, related to, or having any relationship or connection whatsoever with my seeking employment with, employment by, or other association with the Company, shall be submitted to and determined exclusively by binding arbitration under the Federal Arbitration Act. Included within the scope of this Agreement are all disputes, whether based on tort, contract, statute (including, but not limited to, any claims of discrimination or harassment, wage and hour violations, or claims based on any state or federal law or regulation), equitable law, or otherwise that you may have against the Company and any of its employees or managers, with exception of claims arising under the National Labor Relations Act which are brought before the National Labor Relations Board, claims for worker's compensation benefits under Workers' Compensation Act, claims for benefits administered by the California Employment Development Department, or as otherwise required by federal law. However, nothing herein shall prevent me from filing and pursuing proceedings before the United States Equal Employment Opportunity Commission or any similar state administrative agency, including the California Department of Fair Employment and Housing (although if I choose to pursue a claim following the exhaustion of such administrative remedies, that claim would be subject to provisions of this Agreement). The arbitration shall be conducted in accordance with the Employment Arbitration and Mediation Rules of the American Arbitration Association (AAA) in existence at the time the dispute arises. Awards shall include the arbitrator's written reasoned opinion, and shall be issued within thirty (30) days after the conclusion of the arbitration. I understand that any and all claims made by me or the Company shall be arbitrated individually and shall not be consolidated with claims brought by any other party without the mutual consent of me and the Company. I further understand and agree to this binding arbitration provision, and both I and the Company give up our right to trial by jury of any claim that I or the Company may have against each other.

Initials

The Company retains employment applications for a two-year period. If an applicant wishes their employment application to remain active beyond the two-year period, they must submit a new employment application in addition to a new release and authorization form.

Applicant's Signature

Date

Liberty Utilities Park Water is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, national origin, age, sex, marital status, sexual orientation, veteran status, gender, disability, or any other characteristic protected by applicable state or federal civil rights laws.