



Application For Employment



IMPORTANT NOTICE

Hubbard Broadcasting, Inc. is an equal opportunity employer, committed to a policy of non-discrimination in employment on the basis of race, color, age, sex, religion, marital status, national origin, mental or physical disability, public assistance status or any other characteristic or trait that has protection under the law.

NAME

SPECIFIC POSITION(S) APPLYING FOR

DATE

In completing this Application for Employment, exclude any reference or information which may reveal your race, color, age, sex, religion, marital status, national origin, mental or physical disability, public assistance status or any other characteristic or trait that has protection under the law.

PERSONAL DATA

LAST NAME	FIRST	MIDDLE	HOME PHONE
CURRENT ADDRESS			BUSINESS PHONE
CITY	STATE	ZIP	CELL PHONE OR PAGER
E-MAIL ADDRESS			HOW DID YOU HEAR ABOUT THIS POSITION? (BE SPECIFIC)

ARE YOU 18 YEARS OF AGE OR OLDER? YES___ NO___

If you are not 18 years of age, the state in which you work may require you to furnish documents authorizing you to work.

HAVE YOU EVER, UNDER YOUR NAME OR ANY OTHER NAME, BEEN CONVICTED OF, OR PLED GUILTY OR NO CONTEST TO, A FELONY? YOU DO NOT NEED TO DISCLOSE CONVICTIONS THAT ARE SEALED, EXPUNGED, OR LEGALLY ERADICATED. (A California applicant may exclude information regarding marijuana possession related offenses for personal use that are more than two years old.) YES___ NO___ If yes, please explain.

The existence of a criminal record does not create an automatic bar to employment.

HAVE YOU EVER BEEN EMPLOYED WITH HUBBARD BROADCASTING OR ONE OF ITS COMPANIES BEFORE? YES___ NO___

If yes, where and when?

ONLY U.S. CITIZENS OR ALIENS WHO HAVE A LEGAL RIGHT TO WORK IN THE U.S. ARE ELIGIBLE FOR EMPLOYMENT. If employed, can you provide original documentation establishing your identity and eligibility to be legally employed in the United States? YES___ NO___

WORK PREFERENCE

DATE AVAILABLE FOR EMPLOYMENT	APPROXIMATE SALARY REQUIREMENTS	FULL TIME OR PART TIME WORK
SCHEDULE PREFERENCE WEEKDAYS___ WEEKENDS___ DAYS___ EVENINGS___ NO PREFERENCE___	PLEASE NOTE: WORK SCHEDULES ARE BASED UPON THE NEEDS OF THE COMPANY AND ARE SUBJECT TO CHANGE WITH OR WITHOUT NOTICE.	

EDUCATION AND TRAINING

NAME AND LOCATION	MAJOR/COURSES/SPECIALTY	DEGREE/CERTIFICATION AWARDED
HIGH SCHOOL/GED		
COLLEGE		
GRADUATE SCHOOL		
VOCATIONAL, TECHNICAL OR OTHER		
MILITARY		

Do you authorize us to secure transcripts of your post secondary education? Yes___ No___

List any equipment including computers and software you can operate.

List any other training, experience, skills and/or abilities, including licenses held, which you believe should be considered in evaluating your qualifications for employment that are not included above.

EMPLOYMENT HISTORY

PLEASE LIST PREVIOUS EMPLOYERS, BEGINNING WITH THE MOST RECENT.

COMPANY 1	SUPERVISOR			PHONE NUMBER	
STREET ADDRESS	CITY	STATE	ZIP	STARTING SALARY	ENDING SALARY
POSITION(S) AND DUTIES PERFORMED				FROM	MONTH YEAR
				TO	MONTH YEAR
REASON FOR LEAVING				MAY WE CONTACT YOUR CURRENT EMPLOYER? YES _____ NO _____	

COMPANY 2	SUPERVISOR			PHONE NUMBER	
STREET ADDRESS	CITY	STATE	ZIP	STARTING SALARY	ENDING SALARY
POSITION(S) AND DUTIES PERFORMED				FROM	MONTH YEAR
				TO	MONTH YEAR
REASON FOR LEAVING					

COMPANY 3	SUPERVISOR			PHONE NUMBER	
STREET ADDRESS	CITY	STATE	ZIP	STARTING SALARY	ENDING SALARY
POSITION(S) AND DUTIES PERFORMED				FROM	MONTH YEAR
				TO	MONTH YEAR
REASON FOR LEAVING					

COMPANY 4	SUPERVISOR			PHONE NUMBER	
STREET ADDRESS	CITY	STATE	ZIP	STARTING SALARY	ENDING SALARY
POSITION(S) AND DUTIES PERFORMED				FROM	MONTH YEAR
				TO	MONTH YEAR
REASON FOR LEAVING					

PROFESSIONAL REFERENCES

Give names, addresses & phone numbers of three professional references
(We will not contact your present employer without prior approval).

	NAME & TITLE	ADDRESS	PHONE
1			
2			
3			

IMPORTANT NOTICE

Hubbard Broadcasting, Inc. and each of its subsidiaries (as applicable, the “Company,”) require all job applicants to complete and sign this Application for Employment prior to employment.

I understand that the Company requires me to complete this Application for Employment fully, accurately and honestly, and that the Company will be relying on the information I provide in making its employment decision. *By signing below*, I certify that all information in my Application for Employment is true, complete, and correct. I also understand that if the Company finds that any information I have supplied is materially false or misleading, I will be disqualified from consideration for employment or, if I’ve already been hired, I may be terminated. I also agree that I will notify the Company if any information contained in my Application for Employment changes, or if I discover that I have included incorrect information in my Application for Employment. I understand that submission of an Application does not guarantee employment.

I agree to immediately notify the Company should I be convicted of, or plead guilty to, any crime while my job Application is pending or during the period of my employment, if hired.

By signing below, I authorize the Company to contact anyone that it deems appropriate to investigate or verify any information I have given, or to discuss my background, past performance, or suitability for employment. *By signing below*, I also consent to all persons and entities contacted by the Company to provide the Company with any information or documentation the Company reasonably requests about me, or that may be relevant to the Company’s consideration of my Application for Employment. I waive all rights to bring any legal action (such as, for example, defamation, invasion of privacy, or any similar claim) against anyone contacted as a result of what was said about me. Further, I release and discharge the Company from any and all liability of any kind that might be claimed from the Company’s investigation of any information I have given, or its investigation into my background, past performance or suitability for employment.

By signing below, I understand that if I’m hired—unless a personal services agreement or collective bargaining agreement covers the terms of my employment—I will be required to sign an Agreement of Hire. Among other things, the Agreement of Hire establishes my status as an employee-at-will, and establishes an alternative dispute resolution procedure—mandatory, binding arbitration—that will apply to any disputes I may have with the Company. I may request to review and receive a copy of the Agreement of Hire before accepting an offer of employment. I understand, however, that my refusal to execute and/or be bound by the terms of the Agreement of Hire will result in any offer of employment being rescinded. If I’m hired under the terms of an Agreement of Hire, that agreement will establish the nature of my relationship with the Company; I understand that no supervisor, department head or manager has the authority to make any agreement contrary to my Agreement of Hire.

By signing below, if I am employed, I agree to conform to the policies of the Company. I understand that any Employee Handbook the Company may distribute from time-to-time is strictly a general guide to workplace practices and not a contract or contractual obligation. I also acknowledge that the Company may unilaterally adopt, abolish or modify any policy or practice at any time, with or without notice.

By signing below, if employed, I agree not to engage in any activity or practice in conflict with the interest of the Company, its customers or the people it serves.

By signing below, I acknowledge that if I receive an offer of employment, it will be contingent upon my providing sufficient documentation required to establish my identity and eligibility to work in the United States.

This Application for Employment will be considered active for 60 days. I understand that if I wish to continue to be considered as an active applicant after 60 days, I must submit a new Application at that time.

I have read, understand and agree to the foregoing:

Signature of Applicant

Date