



Crossroad Enterprises Inc.
D/B/A Crystal Clean



Application for Employment

Date of Application _____

Applicant Data

Name _____ Social Security Number _____

Current Address (Including City, State, Zip) _____

Home Phone (_____) _____ - _____ Cell Phone (_____) _____ - _____

What is the best time to call you at home? _____

Are you under 18 years of age? ___ Yes ___ No

Position Desired

For which position are you applying? _____

What are your compensation expectations? _____ \$ per hour _____ \$ per year

Work Schedule

What type of employment are you seeking? ___ Full Time ___ Part Time Temporary / Seasonal

When could you start employment? _____

Can you work a flexible schedule, where days and number of hours scheduled is different each week? ___ Yes ___ No

Please indicate below the times you would be able to work:

Monday: _____ to _____ Friday: _____ to _____

Tuesday: _____ to _____ Saturday: _____ to _____

Wednesday: _____ to _____ Sunday: _____ to _____

Thursday: _____ to _____

Employment History

How many different employers have you worked for in the past 5 years? _____

Have you ever been involuntarily terminated from an employer? ___ Yes ___ No

If yes, please explain all occurrences: _____

May we contact your current employer? ___ Yes ___ No

If answered no please explain: _____

Employment Record

List your current or most recent employer first. Include military service and/or any periods of self employment. You must account for your three (3) most recent employers or a maximum of five (5) years of your most recent employment.

Present or Last Employer

Company _____
Address _____
Telephone Number _____ Dates Employed: _____ to _____
Last Position Held _____ Last Salary _____
Last Supervisor's Name _____
Reason for Leaving (be as specific as possible) _____
What did you like best about this job? _____
What did you like least about this job? _____

Employer

Company _____
Address _____
Telephone Number _____ Dates Employed: _____ to _____
Last Position Held _____ Last Salary _____
Last Supervisor's Name _____
Reason for Leaving (be as specific as possible) _____
What did you like best about this job? _____
What did you like least about this job? _____

Employer

Company _____
Address _____
Telephone Number _____ Dates Employed: _____ to _____
Last Position Held _____ Last Salary _____
Last Supervisor's Name _____
Reason for Leaving (be as specific as possible) _____
What did you like best about this job? _____
What did you like least about this job? _____

Periods of Unemployment During the Past Three Years

Please give specific reasons for each time period.

From _____ Reason _____
To _____
From _____ Reason _____
To _____

Education

	Print the name and city for each school	Graduated Yes or No	Name of Degree Awarded
High School			
College/Vocational			
Graduate Studies			
Other Formal Education			

Other special training that would enhance your qualifications? (Please list)

Other Information

Do you have a valid Driver's License? Yes No

Have you ever been known by a different name? Yes No If yes, what was it? _____

Have you ever been convicted of or pleaded guilty to a felony? Yes No

If yes, please explain _____

(A conviction does not automatically disqualify you from employment.)

Are you legally eligible to work in the United States? Yes No

(Proof of eligibility documentation must be provided at the time of hire as required by law.)

Please list the names of friends or relatives who are employed by Crossroad Enterprises Inc. d/b/a Crystal Clean

<u>Name</u>	<u>Relationship</u>
_____	_____

Personal and Professional References

Please give the names of two references from your professional or academic life.

Name _____ Phone _____

Address _____

Name _____ Phone _____

Address _____

Please give the names of two persons, not relatives, who have known you for 5 years or more.

Name _____ Phone _____

Address _____

Name _____ Phone _____

Address _____

PLEASE READ and SIGN:

By my signature below, I promise that the information provided in this employment application (and accompanying resume or documentation, if any) is true and complete, and I understand that any false or misleading information or omissions may disqualify me from further consideration for employment and may lead to my immediate discharge from employment if discovered at a later date. I agree to immediately notify Crossroad Enterprises Inc. d/b/a Crystal Clean if I should be convicted of a felony or any crime involving dishonesty, breach of trust, controlled substances, sexual misconduct, abuse or violence, while my application is pending or during my period of employment if hired.

I understand that the company may investigate my work and personal history and verify all data given on this application, on related papers, and in interviews. In addition, I understand that the company reserves the right to conduct background investigations to determine my qualifications for employment. I authorize any person, school, current employer, past employer(s) and organizations named in this application (and accompanying resume, if any) to provide Crossroad Enterprises Inc. d/b/a Crystal Clean with any information and opinion requested by Crossroad Enterprises Inc. d/b/a Crystal Clean in connection with any application, and I release such parties from any liability in making such statements.

I understand that this application does not create a contract of employment. I understand that, if hired, I am obliged to comply with any and all current and subsequently adopted Crossroad Enterprises Inc. d/b/a Crystal Clean policies and procedures. I understand and agree that, if hired, my employment is for no definite period of time, and may, regardless of the date of payment of my wages or salary, be terminated at any time for any reason, with or without notice. I understand that no person other than the President of Crossroad Enterprises Inc. d/b/a Crystal Clean is authorized to change any terms mentioned in this employment application.

Applicant's Signature _____ Date _____

Drug Free Workplace: To be hired you must be willing to submitted yourself to a pre-employment drug test. To be eligible to be hired you must be drug free from any illegal forms of drug usage. Passing random drug test is all dependent on continuation of advancement and ultimately employment. By signing this you are agree to voluntarily submit to drug testing.

Applicant Signature _____ Date _____



Interview Questionnaire for CrewTech Candidate:

1. Do you have a valid driver's license? Any restrictions?
2. Have you worked for a window cleaning company before? (If yes, explain. If no, we are willing to train if you do not have experience.)
3. What would you most want out of your next place employment for the next year that you don't have already in place (excluding the pay)?
4. What is your five year goal for employment/career in brief?
5. What is your goal for wage/salary in the next 3 years to 5 years?
6. How long would you plan on working at Crystal Clean Windows when you consider your long-term goals?
7. Given that our work is physical are you able to lift 50lbs and carry ladders extensively thorough out the day?
8. Do you have limitations in repetitively kneeling, climbing, lift your arms above you shoulders, lifting 20 pounds over your head repetitively?
9. What is a poor-quality trait in people that most irritates you?

10. What would you say are your two top strengths?

11. Crystal Clean hires smoking free staff only (meaning you can't smoke while at work)? Can you complete 8 to 10 hours shifts without smoking?

12. What current commitments do you have that would interfere with working between the 7:30 am and 5:30 pm?

13. Are you able to participate fully in work trips that require overnights over several days or a week's period at a time? They would be spread out through out a 12-month period, 3 to 6 weeks per year.

14. What benefits are you most interested in? Please rank 1 – 6

Paid Time Off

Flexibility in Work Hours

Retirement Investment, Company Contribution (Simple IRA, 401K)

Advancement into Management

Company Bonuses

Health Insurance

15. When were you most satisfied in your last job?

16. What trade skills and/or talents are you equipped with?

16. What kinds of situations do you find most stressful?

18. What are your 2 top hobbies?

19. In brief describe your personality Type?

NOTES:

After filling this form, please download the form to your computer and email to Crew@crystalcleanview.com

FOR EMPLOYER USE ONLY

Interview Date: _____

Position applied for: _____

Notes: _____

Hired?: YES / NO

Starting Date: _____

Starting Wage/Salary: _____

Employee Classification (PT, FT, Temporary) _____