

Thank you for considering employment with Freeman Marine.

It is important that you read this document before completing our application.

Be sure to keep a copy of this application for your personal record.

In order to make a hiring decision that is right for you and for Freeman Marine, we evaluate all available information and use a number of different tools in our selection process. As you go through our selection process, you will be exposed to some or all of the following selection tools:

Employment Application. All sections must be completed and the information must be written legibly. Don't forget to sign and date the application!

The Employment Application allows us to determine your qualifications and experience. By signing this application, you authorize Freeman to verify the information provided on the application. Falsification of information on the application, or failure to provide accurate information, can result in disqualification for employment, or termination if discovered after hire.

Employment Interviews. Several personal or telephone interviews may be conducted with you in order to provide more detailed information regarding your background and qualifications.

Employment Agency. Some of our positions are filled through a temporary agency. You may need to register with Cardinal Services in order to work at Freeman.

I-9 Form. This form is required by the US Department of Justice and the Immigration and Naturalization Service. It is used to verify your identity and your right to work in the US.

Test for Substance Abuse. This is a urinalysis test for abusive levels of chemical substances. We also conduct random substance abuse tests on 10% of our staff each quarter.

Reference Check. Former employers and education references are verified prior to an offer of employment.

Other Selection Tools. In addition to the aforementioned selection tools, you may be required to complete other pre-employment steps such as a functional physical, background check, and/or clerical tests.

Thank you for your interest in becoming part of the Freeman Marine team.

www.FreemanMarine.com

Freeman Marine Equipment, Inc.
28336 Hunter Creek Rd
Gold Beach, OR 97444

1-888-FREEMAN (373-3626)
541-247-7078
fax 541-247-2114

FORMER EMPLOYERS List below your last four employers, starting with the last one first.

Date Month and Year	Name and Address of Employer	Salary (upon leaving)	Position	Reason for Leaving
From				
To				
From				
To				
From				
To				
From				
To				

REFERENCES List below three persons not related to you, whom you have known at least one year.

Name	Address	Position	Years Acquainted
1			
2			
3			

"UNDER MARYLAND LAW AN EMPLOYER MAY NOT REQUIRE OR DEMAND ANY APPLICANT FOR EMPLOYMENT OR PROSPECTIVE EMPLOYMENT OR ANY EMPLOYEE TO SUBMIT TO OR TAKE A POLYGRAPH, LIE DETECTOR OR SIMILAR TEST OR EXAMINATION AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT, ANY EMPLOYER WHO VIOLATES THIS PROVISION IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT TO EXCEED \$100."

"It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability."

If you are to be hired by the company, you will be required to attest to your identity and employment eligibility, and to present documents confirming your identity and employment eligibility. You cannot be hired if you cannot comply with these requirements.

AUTHORIZATION

I certify that the facts contained in this application (and accompanying resume, if any) are true and complete to the best of my knowledge. I understand that any false statement, omission, or misrepresentation on this application is sufficient cause for refusal to hire, or dismissal if I have been employed, no matter when discovered by the Company.

I understand that any employment is conditioned on a background check. I authorize the Company to thoroughly investigate all statements contained in my application or resume, and I authorize my former employers and references to disclose information regarding my former employment, character and general reputation to the Company, without giving me prior notice of such disclosure. In addition, I release the Company, any former employers and all references listed above from any and all claims, demands or liabilities arising out of or related to such investigation or disclosure.

I understand and agree that nothing contained in this application, or conveyed during any interview, is intended to create an employment contract. I further understand and agree that if I am hired, my employment will be "at will" and without fixed term, and may be terminated at any time, with or without cause and without prior notice, at the option of either myself or the Company. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon the Company unless made in writing.

If I am offered employment I agree to submit to a medical examination and drug test before starting work. If employed, I also agree to submit to a medical examination or drug test at any time deemed appropriate by the Company and as permitted by law. I consent to such examinations and tests, and I request that the examining doctor disclose to the Company the results of the examination, which results shall remain confidential and segregated from my personnel file. I understand that my employment or continued employment, to the extent permitted by law, is contingent upon satisfactory medical examinations and drug test, and if I am hired a condition of my employment will be that I abide by the Company's Drug and Alcohol Policy.

I understand that filling out this form does not indicate there is a position open and does not obligate the Company to hire. If hired, I agree to abide by all Company work rules, policies and procedures. The Company retains the right to revise its policies or procedures, in whole or in part, at any time.

Date _____ Signature _____

Click to print form [Email form to Dave.Sanders@FreemanMarine.com](mailto:Dave.Sanders@FreemanMarine.com)
 Click to save form to your computer [Fax form to \(541\) 247-2114](tel:(541)247-2114)
 Click to save form to your computer and email as an attachment to Freeman Marine [Deliver or mail form to 28336 Hunter Creek Rd Gold Beach, OR 97444](mailto:Dave.Sanders@FreemanMarine.com)