Drake is an Equal Opportunity Employer. This application will not be used for limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law. Applicants requiring reasonable accommodation in the application and/or process should notify a representative of the organization.
Applicant Information

Application Date: ____________________

Position(s) applying for: _____________________________________________________

Applicant Name: ___________________________________________________________

Last   First   Middle

Current Address: ___________________________________________________________

(Number, Street, City, State, Zip)

Previous Address: __________________________________________________________
If at Current Address less than three years (Number, Street, City, State, Zip)

Home: (____) _____-______  Cell: (____) _____-_______

Email: ________________________________________________

Employment Interest

Part-Time work   [  ] Yes [  ] No
Full-Time work   [  ] Yes [  ] No

What days and hours are you available to work? ________________________________

If hired, on what date can you start? ________________________________________

Can you work on the weekends?   [  ] Yes [  ] No
Can you work evenings?           [  ] Yes [  ] No
Are you available to work overtime? [  ] Yes [  ] No

Salary desired: $________________

How did you hear about this position?   [  ] Newspaper Ad   [  ] Employment Agency
[  ] Walk-in  [  ] Employee Referral-____________________________
[  ] Other______________________________
General Information

Have you worked for this company or any other company under a different name?  [ ] Yes [ ] No

If Yes, what________________________________________________________

If hired, can you provide proof of authorization to work in the United States?  [ ] Yes [ ] No

Are you 18 years old or older?  [ ] Yes [ ] No

Have you ever worked for Drake?  [ ] Yes [ ] No

If yes, when, where, facility? ____________________________________________

Do you have any friends or relatives working for Drake?  [ ] Yes [ ] No

If yes, state name and relationship________________________________________

Do you have a reliable manner of transportation by which you may come to work each day?  [ ] Yes [ ] No

If hired, are you willing to submit to a controlled substance test?  [ ] Yes [ ] No

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

If No, describe the functions that cannot be performed________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

Do you hold a current MSHA (Mine Safety and Health Administration) certificate?  

[ ] Yes [ ] No
Educational Experience

<table>
<thead>
<tr>
<th>School Name</th>
<th>City/State</th>
<th># of Years Attended</th>
<th>Degree/Certificate</th>
<th>Major Area of Study</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
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<tr>
<td>College, University, or Trade School</td>
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<tr>
<td>Additional Courses or Certification</td>
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</tbody>
</table>

Skills-
List other skills you possess pertinent to this application.
____________________________________________________________________________
____________________________________________________________________________
____________________________________________________________________________
____________________________________________________________________________

Employment Experience-
Please list your current and former employers for the past five years, beginning with the most recent. Complete this section, even if you attach a resume.

<table>
<thead>
<tr>
<th>Employer Name</th>
<th>Position/Title</th>
<th>From/To</th>
<th>Description of Duties</th>
<th>Reason for Leaving</th>
</tr>
</thead>
<tbody>
<tr>
<td>Address City/State</td>
<td>Supervisor Name</td>
<td>Start Salary</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Phone Number</td>
<td></td>
<td>End Salary</td>
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<td></td>
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</tbody>
</table>

May we Contact
[ ] Yes      [ ] No
<table>
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<th>Position/Title</th>
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<th>May we Contact</th>
<th>[ ] Yes</th>
<th>[ ] No</th>
</tr>
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4
Gap in Employment-
Please explain any gaps of employment of 30 days or more, list month, year, and reason.

References
Please list three persons not related to you who know your qualifications.

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Phone</th>
<th>Relationship</th>
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Applicant Review
Please read the following very carefully before signing this application.

I hereby authorize Drake to thoroughly investigate my background, references, employment record and other matters related to my suitability for employment. I authorize persons, schools, my current employer (if applicable) and pervious employers and organizations contacted by Drake to provide any relevant information regarding my current and/or previous employment, and I release all such persons, schools, and employers of any and all claims for providing such information to Drake. I understand that misrepresentation or omission of facts may result in rejection of this application, or, if hired, discipline up to and including dismissal. I understand that I may be required to sign a confidentiality and/or non-compete agreement should I become and employee of Drake. I understand that filling out this form does not indicate there is a position open and does not obligate Drake to hire me.

I understand that the position I am applying for is an at-will position and that, as such, if hired, either I or Drake would have total, unreview-able discretion to terminate my employment at any time for any reason, with or without cause or prior notice. I also understand that this application and any statements made during the application or interview process do not change the at-will status of any such employment and that, if I accept an offer of employment made by Drake, the terms and conditions of that offer shall be the only terms and conditions of my employment with the company.

________________________________________________________
Applicant Signature    Date
APPLICANT AFFIRMATIVE ACTION INFORMATION

It is the policy of this organization to provide equal employment opportunity to all qualified applicants for employment without regard to race, color, religion, national origin, sex, age, veteran status or disability. As an affirmative action employer under E.O. 11246 we invite all applicants to identify themselves as indicated below.

COMPLETION OF THIS FORM IS VOLUNTARY AND IN NO WAY AFFECTS THE DECISION REGARDING YOUR APPLICATION FOR EMPLOYMENT. THIS FORM IS CONFIDENTIAL AND WILL BE MAINTAINED SEPARATELY FROM YOUR APPLICATION FORM.

PLEASE PRINT

Name: ____________________________________________________________________

Last    First    Middle

Date: __________________________

Position applied for (list only one) ________________________________________

Where did you hear about this job? _____________________________________

Racial origin (You may mark one or more of the following):

☐ White—A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

☐ American Indian or Alaska Native—A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

☐ Black or African American—A person having origins in any of the black racial groups of Africa.

☐ Asian—A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

☐ Native Hawaiian or Other Pacific Islander—A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Ethnicity:

☐ Hispanic or Latino—A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Sex:

☐ Male

☐ Female

☐ I elect not to identify

Signature: ____________________________________________
Pre-Offer Protected Veteran Self-Identification Form

This employer is a Government contractor subject to the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. § 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These classifications are defined as follows:

(1) “disabled veteran” is one of the following: a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.

(2) “recently separated veteran” means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval, or air service.

(3) An “active duty wartime or campaign badge veteran” means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

(4) An “Armed forces service medal veteran” means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service.

For more information, call the U.S. Department of Labor’s Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

☐ I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE

☐ I AM NOT A PROTECTED VETERAN

☐ I CHOOSE NOT TO SELF-IDENTIFY

______________________________                        ___________________________
Print Name                                                                              Date