



The Center
for Social and Environmental Stewardship

9619 Old Redwood Highway, Windsor, CA 95425 • Phone: 707-838-6641 • Fax: 707-838-4503 • www.cfses.org

It is our policy to deal with all applicants and employees without regard to race, color, religion, sex, national origin, marital status, age, disability, or status as a Vietnam era or qualified disabled veteran.

Please inform the Human Resources Administrator if you require an accommodation in order to participate in the application process.

APPLICATION FOR EMPLOYMENT (Please print clearly in ink.)

IMPORTANT NOTICE: This is a very significant document. Be very careful as you complete it. Answer each item accurately and completely. Failure to do so may result in not being considered for the position or in termination, if inaccurate or omitted information is discovered after employment has begun. Please attach additional sheet(s), if space provided is insufficient.

Date: _____ Your Initials: _____

PERSONAL INFORMATION

NAME			DATE OF APPLICATION		
_____			_____		
LAST	FIRST	MIDDLE			
LIST ALL OTHER NAMES BY WHICH YOU HAVE EVER BEEN KNOWN					
PRESENT ADDRESS					

STREET/UNIT NUMBER		CITY	STATE	ZIP	
_____		_____	_____	_____	
PHONE NUMBER		ALTERNATE OR MESSAGE PHONE NUMBER		EMAIL ADDRESS	
_____		_____		_____	
ARE YOU 18 YEARS OF AGE OR OLDER?			CAN YOU PROVIDE PROOF OF AUTHORIZATION TO WORK IN THE U.S.A.?		
<input type="checkbox"/> No <input type="checkbox"/> Yes			<input type="checkbox"/> No <input type="checkbox"/> Yes		

EMPLOYMENT DESIRED

POSITION	

ARE YOU EMPLOYED NOW? IF SO, MAY WE INQUIRE OF YOUR PRESENT EMPLOYER?	WHO REFERRED YOU TO US
<input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes	_____
HAVE YOU EVER APPLIED TO US BEFORE? <input type="checkbox"/> No <input type="checkbox"/> Yes	
IF YES, PLEASE INDICATE: WHEN? _____ WHERE? _____	
HAVE YOU EVER WORKED FOR US BEFORE? <input type="checkbox"/> No <input type="checkbox"/> Yes	
IF YES, PLEASE INDICATE: WHEN? _____ WHERE? _____	
DO YOU HAVE FRIENDS OR RELATIVE WORKING FOR US? <input type="checkbox"/> No <input type="checkbox"/> Yes	
IF YES, PLEASE INDICATE: NAME? _____ RELATIONSHIP? _____	

EDUCATION (C.A.P. does not require education as a criterion for employment unless it is expressly required by law or funding source for the position)

SCHOOL LEVEL	NAME AND LOCATION OF SCHOOL	NO. OF YEARS ATTENDED	DID YOU GRADUATE?	DIPLOMA / DEGREE? MAJOR/MINOR AREAS OF STUDY
HIGH SCHOOL	_____	_____	<input type="checkbox"/> No <input type="checkbox"/> Yes	_____
COLLEGE(S)	_____	_____	<input type="checkbox"/> No <input type="checkbox"/> Yes	_____
	_____	_____	<input type="checkbox"/> No <input type="checkbox"/> Yes	_____
Special skills, training, apprenticeships, etc. acquired from employment or other experience	_____			

FORMER EMPLOYERS You must complete this page in full. The comment, "Please see resume", is not an acceptable response. Begin with your present or last job. Include any job-related military service assignments and volunteer activities. You may exclude organizations, which indicate race, color, religion, gender, national origin, disability, or other protected status.

PRESENT OR LAST EMPLOYER				
ADDRESS			AREA CODE + PHONE NUMBER	
STARTING DATE	LEAVING DATE	JOB TITLE	STARTING SALARY	FINAL SALARY
NAME AND TITLE OF IMMEDIATE SUPERVISOR		MAY WE CONTACT?	AREA CODE + PHONE NUMBER	
TERMINATION WAS <input type="checkbox"/> VOLUNTARY <input type="checkbox"/> INVOLUNTARY	EXACT REASON FOR LEAVING			
DESCRIPTION OF WORK				

NEXT PRIOR EMPLOYER				
ADDRESS			AREA CODE + PHONE NUMBER	
STARTING DATE	LEAVING DATE	JOB TITLE	STARTING SALARY	FINAL SALARY
NAME AND TITLE OF IMMEDIATE SUPERVISOR		MAY WE CONTACT?	AREA CODE + PHONE NUMBER	
TERMINATION WAS <input type="checkbox"/> VOLUNTARY <input type="checkbox"/> INVOLUNTARY	EXACT REASON FOR LEAVING			
DESCRIPTION OF WORK				

NEXT PRIOR EMPLOYER				
ADDRESS			AREA CODE + PHONE NUMBER	
STARTING DATE	LEAVING DATE	JOB TITLE	STARTING SALARY	FINAL SALARY
NAME AND TITLE OF IMMEDIATE SUPERVISOR		MAY WE CONTACT?	AREA CODE + PHONE NUMBER	
TERMINATION WAS <input type="checkbox"/> VOLUNTARY <input type="checkbox"/> INVOLUNTARY	EXACT REASON FOR LEAVING			
DESCRIPTION OF WORK				

NEXT PRIOR EMPLOYER				
ADDRESS			AREA CODE + PHONE NUMBER	
STARTING DATE	LEAVING DATE	JOB TITLE	STARTING SALARY	FINAL SALARY
NAME AND TITLE OF IMMEDIATE SUPERVISOR		MAY WE CONTACT?	AREA CODE + PHONE NUMBER	
TERMINATION WAS <input type="checkbox"/> VOLUNTARY <input type="checkbox"/> INVOLUNTARY	EXACT REASON FOR LEAVING			
DESCRIPTION OF WORK				

MISCELLANEOUS JOB-RELATED INFORMATION

Many of our clients do not speak English. Do you speak, write, or understand any languages other than English? <input type="checkbox"/> No <input type="checkbox"/> Yes If so, please indicate which languages:	<input type="checkbox"/> Speak _____ <input type="checkbox"/> Read _____ <input type="checkbox"/> Write _____ <input type="checkbox"/> Speak _____ <input type="checkbox"/> Read _____ <input type="checkbox"/> Write _____
Do you have any other experience, training, qualifications, or skills which you feel make you especially suited for work at The Center for Social and Environmental Stewardship? If so, please explain.	
List professional, trade, business, or civic activities and offices held. You may exclude information which would reveal gender, race, religion, national origin, age, ancestry, disability, or other protected status.	
Have you ever had any job-related training in the United States military? If so, please explain.	
Do you have or anticipate any commitments to any other entity, business, or person that might affect your employment with us? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please explain.	
DRIVER LICENSE NUMBER _____ STATE _____ EXPIRATION DATE _____ Please provide this information if applying for a position that will require the use of a motor vehicle.	

PERFORMANCE OF JOB-RELATED FUNCTIONS

ARE YOU ABLE TO PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB FOR WHICH YOU ARE APPLYING WITH OR WITHOUT ACCOMMODATION?
 YES
 NO If "NO", please describe the functions that cannot be performed. _____
Note: 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 a medical examination, and to skill and agility tests.

HAVE YOU EVERY BEEN CONVICTED OF A CRIMINAL OFFENSE (FELONY OR SERIOUS MISDEMEANOR)?
Note: Convictions for marijuana-related offenses that are more than two (2) years old need not be listed.
 NO
 YES If so, please state nature of the crime(s), when and where convicted, and disposition of the case.

Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The nature of the offense, date of the offense, the surrounding circumstances, and the relevance of the offense to the position applied for may, however, be considered.

IS THERE ANY REASON WHY YOU WOULD NOT BE ABLE TO FULLY CONFORM TO ALL ATTENDANCE REQUIREMENTS?
 NO
 YES If so, please describe fully. _____

PROFESSIONAL REFERENCES

Please list three professional references (individuals who have worked with you and are able to comment on your performance, skills and abilities)

Reference #1 NAME	
PHONE NUMBER(S)	
ADDRESS	
EMAIL ADDRESS (OPTIONAL)	
OCCUPATION	
YEARS KNOWN BY YOU	
Reference #2 NAME	
PHONE NUMBER(S)	
ADDRESS	
EMAIL ADDRESS (OPTIONAL)	
OCCUPATION	
YEARS KNOWN BY YOU	
Reference #3 NAME	
PHONE NUMBER(S)	
ADDRESS	
EMAIL ADDRESS (OPTIONAL)	
OCCUPATION	
YEARS KNOWN BY YOU	

We require that you read the information below and indicate your understanding and agreement to these terms by signing in the space provided. Your application will not be considered if the signature has been omitted. Furthermore, a photographic copy of this application will be considered the equivalent of the original and can be used as such. Thank you for your application.

Please Read Carefully, Initial Each Paragraph, and Sign Below

Initials

The application requests certain information to help THE CENTER evaluate your qualifications. Please provide us with any additional relevant information you would like us to consider. THE CENTER does investigate the background of applicants as well as previous employment experiences, including driving and fingerprint records, if appropriate to the position for which you are being considered. Unless you specifically list any limitation below, you are agreeing to permit us to investigate your background. You are also agreeing to release any persons providing information to THE CENTER from any liability claim or damages as a result of furnishing such information. Please list any limitations you wish:

Initials

To the best of my knowledge, I declare that all responses in this application are true and complete. I agree that any purposeful untruth, misleading answer, omission, concealment, or failure to answer any question completely and accurately may be grounds for not hiring me or for terminating my employment, if I am hired, regardless of the time elapsed before discovery.

Initials

I understand THE CENTER is an at-will employer, and, if I am offered employment and I accept it, my employment is not confined to a fixed term and may be ended by either THE CENTER or myself without prior notice, as per Agency policies. I further 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 agency. In addition, I understand and agree that, if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the agency, and that no promises or representations contrary to the foregoing are binding on the agency unless made in writing and signed by the Executive Director of The Center for Social and Environmental Stewardship.

Initials

I authorize THE CENTER or THE CENTER's agents 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 agency 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 the agency, 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.

Signature

Date