



AVALON HOLDINGS CORPORATION & AFFILIATES

APPLICATION FOR EMPLOYMENT

(AN EQUAL OPPORTUNITY EMPLOYER AND A DRUG-FREE WORKPLACE)

PERSONAL INFORMATION

(PLEASE PRINT LEGIBLY)

DATE / /

NAME			
LAST	FIRST	MIDDLE	
CURRENT ADDRESS			
STREET	CITY	STATE	ZIP
PHONE NO.		EMAIL ADDRESS	

EMPLOYMENT DESIRED

POSITION	DATE YOU CAN START	SALARY DESIRED
ARE YOU EMPLOYED NOW?	IF SO, MAY WE INQUIRE OF YOUR PRESENT EMPLOYER?	
HAVE YOU EVER APPLIED OR WORKED FOR AVALON BEFORE?	WHERE?	WHEN?
REFERRED BY		

EDUCATION

TYPE OF SCHOOL	NAME AND LOCATION OF SCHOOL	NO. OF YEARS ATTENDED	DID YOU GRADUATE?	SUBJECTS STUDIED
HIGH SCHOOL			Yes <input type="checkbox"/> No <input type="checkbox"/>	
COLLEGE			Yes <input type="checkbox"/> No <input type="checkbox"/>	
TRADE, BUSINESS OR CORRESPONDENCE SCHOOL			Yes <input type="checkbox"/> No <input type="checkbox"/>	

GENERAL

SPECIAL SKILLS	
ACTIVITIES (CIVIC, ATHLETIC, ETC.)	
U.S MILITARY OR NAVAL SERVICE	RANK
	PRESENT MEMBERSHIP IN NATIONAL GUARD OR RESERVES

REFERENCES GIVE THE NAME OF THREE PERSONS, NOT RELATED TO YOU, WHOM YOU HAVE KNOWN AT LEAST ONE YEAR.

NAME	ADDRESS & PHONE NUMBER	BUSINESS	YEARS ACQUAINTED
1.			
2.			
3.			

PAGE 2 - APPLICATION FOR EMPLOYMENT

PRINT YOUR FULL NAME _____ **Date** _____

FORMER EMPLOYERS (LIST BELOW LAST TWO EMPLOYERS, STARTING WITH LAST ONE FIRST)

DATE MONTH AND YEAR	NAME AND ADDRESS OF EMPLOYER	SALARY	POSITION	REASON FOR LEAVING
FROM _____ TO _____				
FROM _____ TO _____				

Are you either a U.S. Citizen or an alien authorized to work in the United States? Yes No

Are you 18 years of age or older? Yes No

If not, your employment is subject to verification of the minimum legal age requirements and a minor work permit will be required.

Within the past seven (7) years, have you ever been convicted, pled guilty or pled "no contest" to a felony or misdemeanor other than a traffic violation? Yes No

If yes, please explain _____

Please explain any gaps in employment of more than six months _____

Were you ever discharged by any Company? Yes No If yes, give name of Company(ies) and reason _____

Avalon Holdings Corporation and Affiliates ("Avalon") is at-will employer. This means, if you are hired, your employment is for an indefinite period of time, and it is subject to termination by you or Avalon with or without cause, with or without notice, and at any time.

The at-will employment status of an employee may be modified only in an executed employment agreement between the employee and the President of Avalon. Except for such a written agreement, no officer or other employee of Avalon has the apparent or actual authority to change your at-will status through either a written document or verbal statement.

Avalon is an Equal Opportunity Employer. All employment decisions at Avalon are made without regard to actual or perceived race, color, religion, sex, pregnancy (including childbirth, lactation, and related medical conditions), sexual orientation (including transgender status, gender identity, and gender expression), national origin, alienage, ancestry, age, military status, veteran status, physical or mental disability, family medical history, genetic information (including testing and characteristics), marital status, family or parental status, or any other characteristic protected by applicable federal, state, local laws or regulations.

Avalon's Equal Employment Opportunity policy governs all aspects of employment, including, but not limited to, recruitment, hiring, selection, job assignment, promotions, transfers, compensation, discipline, termination, layoff, access to benefits and training, and all other conditions and privileges of employment.

I understand that Avalon Holdings Corporation and Affiliates is an at-will and equal opportunity employer. I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that, if I am employed, falsified statements on this application shall be grounds for dismissal.

I authorize investigations of all statements contained herein and the references listed above to give you any and all information concerning my previous employment and any pertinent information they may have, and release all parties from all liability for any damage that may result from furnishing same to you.

SIGNATURE _____

DATE _____