

SMITH AND MORRISON FARMS
Application for Employment
 (Must be completed in English)

SMITH AND MORRISON FARMS is an Equal-Opportunity Employer.

Name _____ (Please Print) Today's Date _____

Permanent Address _____

Phone #1 _____ Phone #2 _____

Social Security Number (optional) _____ Date you can you start work _____

Languages you speak: (please circle) English Spanish Other: _____

- Are you legally eligible for employment in the United States? Yes No
- Are you able to work long hours, if necessary? Yes No
- Do you have reliable transportation to work? Yes No
- Can you be reached easily by telephone? Yes No
- Are you over the age of 18? Yes No

**In the event of a job offer, you will be required to prove compliance with the Immigration Control and Reform Act.*

Work Schedule: Monday through Saturday, as early as 6:00 a.m. until an unknown ending time. You typically will work one to six days per week, depending upon run schedule. There is occasional Sunday work. **This is a seasonal job.** Except for prearranged absences, all employees are expected to work every day the plant is operating. Can you work this schedule? Yes No

Employment History: Please provide **at least five years** of employment history. Attach a separate sheet if necessary.

Company where you worked:	Start Date	End Date	Position Held
Address			
Supervisor's Name	Telephone Number	What did you do there?	
Why did you leave this job?			
Company where you worked:	Start Date	End Date	Position Held
Address			
Supervisor's Name	Telephone Number	What did you do there?	
Why did you leave this job?			
Company where you worked:	Start Date	End Date	Position Held
Address			
Supervisor's Name	Telephone Number	What did you do there?	
Why did you leave this job?			

Certifications and Skills:

Do you have a **valid driver license**? Yes No If yes, from what state? WA Other: _____

Seasonal employees are assigned to either light work or heavy work. Below are the physical requirements of the essential functions employees in those categories must be able to perform with or without reasonable accommodations.

LIGHT WORK:

- Ability to stand and walk without restrictions for up to 12 hours per work day.
- Ability to stoop forward at the waist frequently.
- Excellent upper-body stamina to constantly reach, push, pull, handle, twist, and rotate wrists and arms.
- Good eye-hand coordination and visual acuity.
- Ability to lift up to 15 pounds frequently and 16-25 pounds occasionally.
- Ability to maintain a fast pace for approximately 2.5 hours until the next scheduled break or lunch period.

Can you perform the essential functions described above with or without reasonable accommodation? Yes No

HEAVY WORK:

- Ability to stand and walk without restrictions for up to 12 hours per work day.
- Able to stoop forward at the waist frequently.
- Excellent upper-body stamina to constantly reach, push, pull, handle, twist, and rotate wrists and arms.
- Ability to lift and maneuver up to 55 pounds constantly and over 55 pounds occasionally, as well as push and pull more than 100 pounds with equipment and/or another person(s).
- Ability to maintain a fast pace for approximately 2.5 hours until the next scheduled break or lunch period.

Can you perform the essential duties described above with or without reasonable accommodation? Yes No

Some jobs require working in cool and moist air and/or dust. Will you work in such an environment? Yes No

Have you ever worked for SMITH AND MORRISON FARMS? Yes No If yes, when? _____

How did you hear about this job opening? _____

Do you know anyone who works at SMITH AND MORRISON FARMS? _____
Name of the person(s) you know here

I certify the information given by me to SMITH AND MORRISON FARMS is true and complete to the best of my knowledge. I understand that, if I am employed, false information given during the application process may result in dismissal. I further certify I have read and fully understand the above application and seek employment under these conditions.

Applicant's Signature

Date

Preparer and/or Translator (person who helped fill out this application) Certification

I attest, under penalty of perjury, that I have assisted in the completion of this application and that, to the best of my knowledge, the information provided by the applicant is true and correct.

Signature

Printed Name

Street

City

State

Date