



BENCHMADE KNIFE COMPANY, INC.

APPLICATION FOR EMPLOYMENT

Benchmade Knife Company, Inc. is an equal employment opportunity employer. All qualified applicants will be considered for open positions without regard to age, color, national origin, religion, sex, veteran's status, marital status, non-job related disability, or any other protected status in accordance with applicable federal and state equal employment opportunity laws.

GENERAL

Last Name: _____ First: _____ Initial: _____
Address: _____ City: _____ State: _____ ZIP: _____
Specific Position Applied: _____ Today's Date: _____

REFERRAL SOURCE: [] Current Employee (name) _____ [] Newspaper [] Employment Division
[] Internet (name) _____ [] Company Website

Your Email Address: _____ Wages desired: _____

Are you able to perform the essential functions of the listed job duties, including attendance, with or without reasonable accommodations? [] YES [] NO

If the position requires a driver's license, do you have a valid driver's license in this state? [] YES [] NO

Are you available to work [] FULL-TIME [] Mfg. Day Shift M-Th (5:00am-3:30pm)
[] OVERTIME [] Mfg. Swing Shift M-Th (3:00pm-1:30am)
[] Office Day Shift M-F

Have you ever been employed by Benchmade Knife Company, Inc.(even as a temporary employee)? [] YES [] NO
If YES, provide Dates: From _____ To _____ Rate of Pay _____
Position _____ Reason for Leaving _____

Do you have a legal right to be employed in the United States? [] YES [] NO

Are you over the age of 18? [] YES [] NO
If NO, can you furnish a work permit? [] YES [] NO

What are your reasons for applying for this specific position and in what ways do you feel you would be an asset to this company?

Have you pled guilty or been convicted of a misdemeanor and/or felony within the past 7 years? [] YES [] NO
(Note: Do not include convictions that have been expunged, or those for which you have successfully completed a "deferred" or Diversion" sentence. A "Yes" answer will not necessarily bar you from consideration for employment.)
If YES, please explain: _____

Are you required by law in any jurisdiction to register as a sex offender? [] YES [] NO
If YES, please explain the circumstances leading to that requirement: _____

EDUCATION/TRAINING HISTORY

Do you have a high school diploma or GED certificate? YES NO

Name of School, College, or University and location	Course of Study (List Major)	Dates Attended	Did You Graduate?	Degree or Certificate (AA, BA, BS, MA)
			<input type="checkbox"/> YES <input type="checkbox"/> NO	
			<input type="checkbox"/> YES <input type="checkbox"/> NO	
			<input type="checkbox"/> YES <input type="checkbox"/> NO	

MILITARY SERVICE:

Date of Entry (M-D-Y): _____

Date of Discharge (M-D-Y): _____

Branch of Service _____

SPECIAL SKILLS, QUALIFICATIONS, LICENSE, CERTIFICATE, OR CONSIDERATIONS:

Summarize special skills and qualifications, membership in any trade or professional association, military training, or privilege issued by any governmental or regulatory authority, related to the job you are seeking: _____

REFERENCES:

List 3 non-relatives who are familiar with your qualifications and actual work history and ability. Each section must be complete.

Name	Occupation & Relationship State	Years Known	Telephone
1. _____	_____	_____	(____) _____
2. _____	_____	_____	(____) _____
3. _____	_____	_____	(____) _____

EMPLOYMENT EXPERIENCE:

Each section must be complete. Do not substitute or refer to a resume. Start with your present or last employer. List your last 4 jobs. Explain any employment gaps greater than 90 days.

If you are currently employed, may we contact your present employer? YES NO

Employer 1

Employer: _____	Employed From: mo ____ yr ____	Supervisor Name: _____
	To: mo ____ yr ____	Your job title: _____
Address _____	City: _____	State: _____ Zip: _____
Telephone No.: (____) _____	Your salary (hourly): Start: _____ End: _____	
Duties (be specific): _____		

What did you like most about your job?		

What did you like least about your job?		

Reason for leaving:		

Employer 2

Employer: _____	Employed From: mo ____ yr ____	Supervisor Name: _____	
	To: mo ____ yr ____	Your job title: _____	
Address _____	City: _____	State: _____	Zip: _____
Telephone No.: (____) _____	Your salary (hourly): Start: _____	End: _____	
Duties (be specific): _____			

What did you like most about your job?			

What did you like least about your job?			

Reason for leaving:			

Employer 3

Employer: _____	Employed From: mo ____ yr ____	Supervisor Name: _____	
	To: mo ____ yr ____	Your job title: _____	
Address _____	City: _____	State: _____	Zip: _____
Telephone No.: (____) _____	Your salary (hourly): Start: _____	End: _____	
Duties (be specific): _____			

What did you like most about your job?			

What did you like least about your job?			

Reason for leaving:			

Employer 4

Employer: _____	Employed From: mo ____ yr ____	Supervisor Name: _____	
	To: mo ____ yr ____	Your job title: _____	
Address _____	City: _____	State: _____	Zip: _____
Telephone No.: (____) _____	Your salary (hourly): Start: _____	End: _____	
Duties (be specific): _____			

What did you like most about your job?			

What did you like least about your job?			

Reason for leaving:			



Certification and Signature

PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY BEFORE SIGNING THIS APPLICATION. ONLY THOSE APPLICATIONS THAT ARE SIGNED AND DATED ARE CONSIDERED VALID. IF YOU HAVE ANY QUESTIONS REGARDING THESE STATEMENTS, PLEASE ASK BEFORE SIGNING.

I certify that all answers and statements I have made on this application (and resume or other supplementary materials) are true and complete without omissions. I understand that any false information will be grounds for refusal to hire or for immediate discharge if discovered at a later date. I further certify that I am a genuine applicant for employment and this application is being submitted solely for the purpose of seeking employment with Benchmade Knife Company and for no other reason.

I understand that, as an applicant for a position with this company, I may be asked to demonstrate that I am capable of performing tasks which are pertinent to the job.

I understand that an offer of employment will be contingent upon my successfully passing a criminal background check. I also agree to immediately notify the company if I should be convicted of a felony while my application is pending, or during my period of employment, if hired.

I authorize any of the persons or organizations named in this application to give you complete information and records regarding my employment conduct, performance, and attendance (excluding all protected absences), education, character and qualifications. All former employers who provide such information are indemnified and released from liability arising from such disclosures.

Benchmade Knife Company is a drug and alcohol-free workplace, free from the illegal manufacture, distribution, abuse, possession, and/or use of drugs or controlled substances. I understand that prior to initial employment or rehire, I will be required to undergo a test for illegal use of drugs; failure to take the test at the agreed time may result in disqualification. Failure to pass the drug screening will result in disqualification from employment. All applicant rights to confidentiality and privacy shall be protected in accordance with the law, and all records relating to this policy will be preserved in accordance with company policies on privacy and confidentiality of sensitive records. I hereby consent to a urinalysis drug screening to determine the presence of drugs or their metabolites. I also consent to the release of these tests and other relevant medical information to Benchmade Knife Company. I hereby release and agree to hold Benchmade Knife Company, the collection facility, the testing laboratory and their employees and agents harmless from any liability based on the testing procedure or the reporting of the test results. I further understand that as a condition of employment, I may be required to submit to a drug or alcohol test, with or without notice, for reasonable suspicion.

I understand that, if hired, I will be required to abide by all rules and regulations of Benchmade Knife Company and comply with all policies and procedures in the employee handbook, any policy or procedure manual, or other communications to employees. I understand that these policies and procedures are subject to modification without notice.

I recognize that my employment will be “at-will” and I will be subject to termination at any time, with or without cause or prior notice, at the discretion of Benchmade Knife Company, Inc. or at my option, without notice, at any time. I also understand that no representative of Benchmade Knife Company, Inc. has any authority to enter into any employment agreement for any specified period of time, or to assure me of any future position, benefits, or terms and conditions of employment, except as specifically stated in a current written agreement signed by the President.

I have read, understand and agree with all of the above.

Applicant Signature: _____ Date: _____

(By typing your name here, you are acknowledging your typed name will represent your signature)

This application is only for the position I am applying for today. If I want to be considered for any other job opening, including any future job opening, I will submit a new application for that specific position.

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