

**EDDY PACKING CO., INC.**  
**404 Airport Road**  
**Yoakum, Texas 77995**

**APPLICATION FOR EMPLOYMENT**

Eddy Packing Co., Inc. (the "Company") appreciates your interest in the Company. We thank you for your application and look forward to the possibility of you working with us.

Please fully and legibly complete this application for employment. Be certain that the application is completed in its entirety and signed. **AN INCOMPLETE OR UNSIGNED APPLICATION WILL NOT BE CONSIDERED.** Use the abbreviation "N/A" if a certain section is not applicable to you.

Your application for employment will be reviewed and placed in the Company's files for a certain period of time. As openings become available, your application, as well as others, will be considered. You do not need to contact the Company to inquire about job availability after you have submitted your application. Should you be among the most qualified applicants for a position, you will be contacted for a pre-employment screening.

Offers of employment are made to those applicants who are considered to be the most qualified to fill specific job vacancies. Qualifications may include job experience, training, education, and other characteristics. Among other things, your work history and references will be verified through the appropriate sources.

The Company is an equal opportunity employer and is committed to recruiting, hiring, and administering all personnel decisions and actions without unlawful discrimination. The Company provides equal employment opportunity for all individuals without regard to race, color, creed, sex, age, national origin, veteran status, religion, disability, or any other status protected by applicable law.

**The Company is a non-subscriber to worker's compensation insurance and has coverage in place with an A-Rated Carrier.**

**NOTICES TO ALL APPLICANTS**

**THE COMPANY REQUIRES A DRUG TEST** of each applicant before an offer of employment is made. No offer of employment will be extended to any applicant whose drug test indicates the presence of illegal drugs.

**THE COMPANY ALSO REQUIRES ALL APPLICANTS TO PASS A BACKGROUND CHECK.** Every offer of employment is contingent upon successful completion of a background check. Even if you are permitted to attend orientation or begin work pending completion of the background check, the Company reserves the right to rescind the offer of employment and end any employment relationship with you should the results of your background investigation not be successful. You will be notified as soon as the background check process has been completed.

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**APPLICANT INFORMATION**

(Please print)

Name: \_\_\_\_\_ Social Security #: \_\_\_\_\_  
Last First Middle

Current Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Position Desired: \_\_\_\_\_ Available start date: \_\_\_\_\_

Have you ever been employed here before? Yes \_\_\_\_\_ No \_\_\_\_\_ if yes, give dates and reason for leaving \_\_\_\_\_

Are you currently employed? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, may we contact your current employer?

Yes \_\_\_\_\_ No \_\_\_\_\_ If no, please explain: \_\_\_\_\_

Are you 18 years of age or older? Yes \_\_\_\_\_ No \_\_\_\_\_

If hired, can you present evidence of U.S. citizenship or your legal right to live and work in the U.S.? Yes \_\_\_\_\_ No \_\_\_\_\_

Do you have reliable transportation? Yes \_\_\_\_\_ No \_\_\_\_\_

In the table below, please indicate the days you can work. List the earliest and latest times you can work.

Production Day Crew Standard Shift: 7am-7pm, Monday-Friday \*

Production Night Crew Standard Shift: 6pm-4am, Monday-Friday \*

\* Due to the nature of our business and according to our production needs, the end of day varies on a daily basis.

\*Occasionally weekends and holidays are required work days.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Earliest time in							
Latest time out							

**FOR HR USE ONLY**

HR NOTES:	Application Received:
Rehired: Yes / No	Assigned Dept.: EE#

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Are you available to work nights? Yes \_\_\_ No \_\_\_

Are you available to work overtime as needed (over 40 hours per work week)? Yes \_\_\_ No \_\_\_

Are you available to work holidays? Yes \_\_\_ No \_\_\_

If you have other obligations or commitments that may affect your schedule (such as mandated court appearances), please indicate the particular dates and times that you will be unavailable: \_\_\_\_\_  
\_\_\_\_\_

*(You may omit any information indicating legally protected characteristics such as age, disability, marital status, national origin, race, religion, or gender.)*

If you are employed by Eddy Packing Co., Inc. can you:

- Work in very cold temperatures (from 42 °C to at freezing and below) Yes \_\_\_ No \_\_\_
- Work in a wet and/or slippery environment Yes \_\_\_ No \_\_\_
- Lift 50lbs. or more Yes \_\_\_ No \_\_\_
- Push and pull over 800lb roll racks of products Yes \_\_\_ No \_\_\_
- Standing, bending, pushing, pulling, twisting, walking, overhead reaching, or repetitive motions for long periods of time Yes \_\_\_ No \_\_\_
- Work with farm equipment Yes \_\_\_ No \_\_\_
- Work in very hot conditions Yes \_\_\_ No \_\_\_

Working in a meat plant you will be exposed to working conditions that are wet and slippery and/or cold and hot. The Company will require you to attend safety training and read, absorb, and adhere to the Company's operational and safety procedures which are designed to promote a safe work environment.

Have you ever been convicted of, pled guilty to or no contest to, or had deferred adjudication for a felony or misdemeanor in the last seven years? Yes \_\_\_ No \_\_\_. If yes, please explain. *(Note: A record of conviction is not an absolute bar to employment. The Company will only consider certain felony and misdemeanor convictions that it determines pertain to employment with the Company for the position in question).* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**DRIVERS**

Driver's License No: \_\_\_\_\_ Class: \_\_\_\_\_ State: \_\_\_\_\_

Check types of vehicles you are qualified to operate:

Passenger car \_\_\_\_\_ Light Truck \_\_\_\_\_ Straight Truck \_\_\_\_\_ Tractor/Trailer \_\_\_\_\_

Other: \_\_\_\_\_  
\_\_\_\_\_

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**REFERENCES**

Please list 3 character references you have known for 1 year or longer and who are not family members (e.g., supervisors, teachers, counselors, etc.):

Name: \_\_\_\_\_ Years acquainted: \_\_\_\_\_

Relationship: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Years acquainted: \_\_\_\_\_

Relationship: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Years acquainted: \_\_\_\_\_

Relationship: \_\_\_\_\_ Phone: \_\_\_\_\_

**EDUCATION**

Circle highest grade completed: 1 2 3 4 5 6 7 8 High School: 1 2 3 4 College: 1 2 3 4

Last school attended (Name) \_\_\_\_\_ (City, state) \_\_\_\_\_

Vocational schools attended: \_\_\_\_\_

Field of study: \_\_\_\_\_ Degree/Certificate/Diploma: \_\_\_\_\_

**EMPLOYMENT EXPERIENCE**

Please list the information of all of your employers for the past 10 years, or your past 4 employers, starting with the most recent. Include periods of self-employment, schooling, and/or military service.

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_

Position/Duties \_\_\_\_\_

From \_\_\_\_/\_\_\_\_/\_\_\_\_ to \_\_\_\_/\_\_\_\_/\_\_\_\_ Supervisor \_\_\_\_\_

Salary/Rate \_\_\_\_\_ Reason for Leaving \_\_\_\_\_

**PRIOR EMPLOYER #2**

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_

Position/Duties \_\_\_\_\_

From \_\_\_\_/\_\_\_\_/\_\_\_\_ to \_\_\_\_/\_\_\_\_/\_\_\_\_ Supervisor \_\_\_\_\_

Salary/Rate \_\_\_\_\_ Reason for Leaving \_\_\_\_\_

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**PRIOR EMPLOYER #3**

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_

Position/Duties \_\_\_\_\_

From \_\_\_\_/\_\_\_\_ to \_\_\_\_/\_\_\_\_ Supervisor \_\_\_\_\_

Salary/Rate \_\_\_\_\_ Reason for Leaving \_\_\_\_\_

**PRIOR EMPLOYER #4**

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_

Position/Duties \_\_\_\_\_

From \_\_\_\_/\_\_\_\_ to \_\_\_\_/\_\_\_\_ Supervisor \_\_\_\_\_

Salary/Rate \_\_\_\_\_ Reason for Leaving \_\_\_\_\_

Please list any licenses, professional degrees, training, qualifications, and skills you possess that you consider important for the job to which you have applied: \_\_\_\_\_

\_\_\_\_\_

Please list any job related machines or office equipment you can use, such as computer equipment, types of software, etc.: \_\_\_\_\_

\_\_\_\_\_