



EMPLOYMENT APPLICATION
Please complete the entire application.

Employer Information:

Employer: McFall and Berry Landscape Management, Inc.
Address: PO Box 1680
City/State/ZIP: Annandale, Virginia 22003
Telephone: 703-642-0146

It is the policy of McFall and Berry Landscape Management, Inc. to provide equal employment opportunities to all applicants and employees without regard to any legally protected status such as race, color, religion, gender, national origin, age, disability or veteran status.

Applicant Information:

Applicant Full Name: _____

Home Address: _____

City/State/ZIP: _____

Phone: _____

Social Security Number: _____

Driver's License (State/Number): _____

Job Position Applied For: _____

Full or Part Time? _____

Who referred you to our company? _____

Do you have any friends or relatives who work here? If yes, please list here:

Are you at least 18 years old? _____ Yes _____ No

If hired, are you able to submit proof that you are legally eligible for employment in the United States? _____ Yes _____ No

Please provide any other information that you believe should be considered, including whether you are bound by any agreement with any current employer:

For Office Use Only:	
If Hired:	
Applicant's Division _____	Part-Time <input type="checkbox"/> Full-Time <input type="checkbox"/>
Rate of Pay \$ _____	
Manager's Signature:	

CERTIFICATION

I certify that the information provided on this application is truthful and accurate. I understand that providing false or misleading information will be the basis for rejection of my application, or if employment commences, immediate termination.

I authorize McFall and Berry Landscape Management, Inc. to contact former employers and educational organizations regarding my employment and education. I authorize my former employers and educational organizations to fully and freely communicate information regarding my previous employment, attendance, and grades. I authorize those persons designated as references to fully and freely communicate information regarding my previous employment and education.

I understand that Non-supervisor employees may be required to report to the shop and travel to the jobsite in the company vehicle, but should not perform *any* work prior to departure, including loading the truck, receiving work assignments, etc. Assignments and the like may be discussed during the commute to the jobsite. If any "work" is performed before the travel to the jobsite begins then the employees should be paid from the time they start work.

After the supervisor has informed the non-supervisor employees that the work at the jobsite has been completed for the day, the employees should be free to leave the jobsite if they so desire. If a non-supervisor employee chooses to ride back to the shop in the company vehicle, the employee should not engage in discussions about work with the supervisor or other employees, including receiving feedback on work performance, receiving instructions on machinery operations or tasks, etc. During the commute back to the shop, non-supervisor employees should be free to engage in personal activities (e.g., texting, talking on the phone, listening to music, etc.). Non-supervisor employees may be required to load the tools into the company vehicle *prior* to the determination that the work has been completed for the day (i.e., prior to the end of their workday). Upon return to the shop, non-supervisor employees should not be expected or permitted to perform *any work*, including unloading the company vehicle or receiving the next day's assignments. They should be free to leave the shop as soon as they arrive.

If an employment relationship is created, I understand that unless I am offered a specific written contract of employment signed on behalf of the organization by its Manager, the employment relationship will be "at-will." In other words, the relationship will be entirely voluntary in nature, and either I or my employer will be able to terminate the employment relationship at any time and without cause. With appropriate notice, I will have the full and complete discretion to end the employment relationship when I choose and for reasons of my choice. Similarly, my employer will have the right. Moreover, no agent, representative, or employee of McFall and Berry Landscape Management, Inc., except in a specific written contract of employment signed on behalf of the organization by its Manager, has the power to alter or vary the voluntary nature of the employment relationship.

I HAVE CAREFULLY READ THE ABOVE CERTIFICATION AND I UNDERSTAND AND AGREE TO ITS TERMS.

APPLICANT SIGNATURE

DATE