

BOYLE'S MARKET, INC.
DBA BOYLE'S BANDERA HARDWARE
AND/OR BOYLE'S MERCHANDISING, INC.
DBA BANDERA WINE & SPIRITS

Employment Application

BOYLE'S MARKET, INC. AND/OR BOYLE'S MERCHANDISING, INC. does not discriminate on the basis of race, creed, ethnicity, national origin, color, age, sex, disability, religion, marital status, veteran status, or any other protected classification.

Section I: Personal Data

Name (Last, First, Middle)		Telephone ()	Date of Application	
Present Address	Street	City	State	Zip
Social Security Number				
Are you at least 18 years of age? ☐ No ☐ Yes Do you have any relatives working here? _____				
Have you ever been convicted of a violation of the law, other than a minor* traffic violation (* a violation such as a parking ticket) ☐ No ☐ Yes If yes, please explain _____				

Section II: Work Preference

Position Desired	Date Available	Expected Salary
Hours Preferred		
☐ Full time ☐ Part time ☐ Temp ☐ Other		Previously Applied? ☐ No ☐ Yes Date(s) _____

Section III: Employment History

List most recent employer first. Account for all time since school, including unemployed periods. Continue on a separate sheet, if necessary.

Dates employed From To	Present or most recent employer	Position	Supervisor
Address		Telephone	May we contact?
Duties of position			
Present or last Salary		Reason for Leaving	
Dates employed From To	Employer	Position	Supervisor
Address		Telephone	May we contact?
Duties of position			
Ending Salary		Reason for Leaving	

Section III: Employment History (Continued)

Dates employed	Employer	Position	Supervisor
From To			
Address		Telephone	May we contact?
Duties of position			

Ending Salary Reason for Leaving

Dates employed	Employer	Position	Supervisor
From To			
Address		Telephone	May we contact?
Duties of position			

Ending Salary Reason for Leaving

Dates employed	Employer	Position	Supervisor
From To			
Address		Telephone	May we contact?
Duties of position			

Ending Salary Reason for Leaving

Section IV: Military Experience

Branch of Service _____ Dates of Service _____ Highest Rank _____
Military skills/training _____

Section V: Education

High School: Name and address _____ Years completed _____ Graduated? _____ Degree received/expected _____

College/Other: Name and address _____ Years completed _____ Graduated? _____ Degree received/expected _____

Cumulative GPA: _____ Major GPA: _____

Section VI: Skills/Licenses

List any other skills that would be relevant to the position for which you are applying: _____

List any Licenses/Certifications _____

In what languages are you fluent? _____

Section VII: Referral Source

☐ Newspaper ☐ School ☐ TWC ☐ Walk-in ☐ Friend ☐ Internet ☐ Other

Section VIII: Release of Information

I certify that all the information provided by me on this application is true and complete. I authorize you to request, receive and verify, all information given on this application and understand that any misstatement, falsification, or omission of information is grounds for refusal to hire, or, if hired, termination, regardless of when found.

I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you.

I acknowledge that if I am employed, my employment will be at-will, and may be terminated with or without cause at any time by my employer or me.

I agree to conform to the rules and regulations of BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC. and also agree that my employment and compensation can be modified or terminated with or without cause, and with or without notice, at any time, at the option of BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC. or myself.

Signature _____

Date _____

Section IX: Credit/Criminal Check and Pre-employment Substance Screening

I authorize BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC. to conduct a credit investigation and/or criminal investigation as deemed necessary. I understand that this report would be obtained to use, or expected to be used, or collected in whole or in part for the purpose of serving as a factor in establishing my eligibility for employment.

If offered a position, and if a criminal investigation is conducted, the offer is contingent upon satisfactorily meeting the guidelines as set forth, and as determined by BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC.. for the particular position for which I am applying. If the criminal investigation does not meet the guidelines as deemed appropriate for the position by BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC., the offer will be rescinded and I will not hold BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC.. liable for any statements or commitments made during the pre-interview, interview, or post-interview process.

Additionally, in making this application for employment, it is understood that a copy of a consumer report prepared by a consumer reporting agency, also known as a credit report, may be obtained as a part of a routine background check.

Information from the report will not be used in violation of any federal or state equal opportunity law or regulation.

Before taking any adverse employment action based on the credit report, including denying employment, BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC. will provide to me, without charge, a copy of the report plus a written summary of rights under the Fair Credit Reporting Act.

Signing this form constitutes written authorization to seek a consumer credit report from a consumer reporting agency and from any agency and/or organizations responsible for obtaining and lawfully releasing criminal information. Signing this form also constitutes written authorization to have a credit report and/or criminal check conducted at any time during my employment in the event that I am hired.

In addition, I also understand that any employment is subject to the satisfactory results of a pre-employment substance screening test. I understand that positive results of the test will result in me not being eligible for employment with BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC.. I also understand that should I fail the substance screening test, I will not be able to re-apply with BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC.. until one year from my last date of application. I further understand that by refusing to undergo a pre-employment substance screening test, will disqualify me for employment with BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC.

I further understand that should I be hired, and for insurance, company, and/or customer requirements, and/or if I am involved, either directly or indirectly, in an accident, injury, or any internal or customer investigation, I may be subject to a credit/criminal/substance screening test or report during my employment. If any of these reports do not meet the guidelines as deemed appropriate by BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC., then I understand that I will be subject to immediate termination.

Signature _____

Date _____

Section X: Employment Application Driver Addendum
DRIVING HISTORY

(To be completed only if driving is part of the position for which applying)

Name _____ Social Security Number _____

Drivers License # _____ State of Issue _____ Type of License _____ Exp. Date _____

List any accidents or moving violations during the past three years. Please list dates and specify nature of accidents or violations.

Has your license ever been denied, revoked, or suspended? ☐ Yes ☐ No

If yes, please explain

I understand that driving is an integral part for the position for which I am applying, and that my application will be considered only after verifying my insurability to drive a motor vehicle. I also understand that should I be hired, my continued employment will depend on my continued insurability. If hired, and if driving continues to be a part of my responsibilities, and should I become uninsurable, I will be terminated immediately, regardless of when found.

I also authorize BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC. to obtain a Motor Vehicle Report on confirming my insurability before becoming an employee. If any records are found, prior to being hired, that would show that I have violations indicating that an insurability review would result in uninsurability, the offer of employment will be revoked, or, if already hired, I will be terminated, regardless of when found. All violations, whether they are on or off the job and regardless of fault, will be considered in an insurability review.

I authorize you to request, receive and verify all information given on this application.

I further acknowledge that if I am employed, my employment will be at-will, and may be terminated with or without cause at any time by me or by the employer.

I agree to conform to the rules and regulations of BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC. and my employment and compensation can be modified or terminated with or without cause, and with or without notice, at any time, at the option of either BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC., or myself. I understand that no manager or representative of BOYLE'S MARKETING, INC. AND/OR BOYLE'S MERCHANDISING, INC., other than the President, has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing, either prior to commencement of employment or after I have been employed.

Signature _____

Date _____