



# Application for Employment

Please email completed applications to [kasonhr@kasonind.com](mailto:kasonhr@kasonind.com).

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

Kason Industries (the "Company") fully subscribes to the principles of Equal Employment Opportunity. It is our policy to provide employment, compensation, and other benefits related to employment based on qualifications, without regard to race, color, religion, genetic information, national origin, sex (including same sex), pregnancy, childbirth, or related medical conditions, age, disability or handicap, citizenship status, service member status, or any other category protected by federal, state, or local law. In accordance with requirements of the Americans with Disabilities Act and applicable federal, state and/or local laws, it is our policy to provide reasonable accommodations upon request during the application process to applicants in order that they may be given a full and fair opportunity to be considered for employment. As an Equal Opportunity Employer, we intend to comply fully with applicable federal, state and/or local employment laws and the information requested on this application will only be used for purposes consistent with those laws.

Name \_\_\_\_\_  
Last First Middle  
Address \_\_\_\_\_ Telephone \_\_\_\_\_  
Street/ City/ State/ Zip Home Work

Are you a citizen of the U.S. or otherwise authorized to work in the U.S.? ☐ Yes ☐ No

Will you now or in the future require Kason Industries to commence ("sponsor") an immigration case in order to employ you (for example, H-1B or other employment based immigration case)? This is sometimes called "sponsorship" for an employment based visa status. ☐ Yes ☐ No

Are you over 18? ☐ Yes ☐ No

Schools	Name and Location	Major Studies / Degree	Graduated	
			Yes	No
High School / GED				
College, Trade or Business School				
Post Graduate				
Other				

- Scholastic honors, awards or scholarships received \_\_\_\_\_
- Publications to your credit, such as graduate thesis \_\_\_\_\_
- School, civic, or business activities and offices held (you may exclude those which indicate age, sex, race, color, religion, national origin, or other protected status)  
\_\_\_\_\_
- Hobbies and leisure time interests \_\_\_\_\_

Position desired \_\_\_\_\_ Full time \_\_\_\_\_ Part-time \_\_\_\_\_ Summer \_\_\_\_\_

Do you have family members currently working at Kason Industries? ☐ Yes ☐ No If "Yes," list name \_\_\_\_\_

Start Date available for work \_\_\_\_\_ Hours you are available to work \_\_\_\_\_

Days of week you are available to work \_\_\_\_\_

Are you willing and able to work:

- ☐ Weekends  
☐ Holidays  
☐ Nights  
☐ Overtime

Are you available for out of town work? ☐ Yes ☐ No

Are you able to perform the essential functions of the job which you are applying, with or without reasonable accommodation? ☐ Yes ☐ No (A Company representative will provide a job description which includes the essential functions of the position, if needed).

What is your desired or expected salary for the position for which you are applying? \$ \_\_\_\_\_

May we contact your present employer now? ☐ **Yes** ☐ **No** If "No," when may we contact? \_\_\_\_\_

How were you referred to Kason Industries? \_\_\_\_\_

A resume may be attached as a supplement but not in lieu of this section.

Have you previously worked for Kason Industries? ☐ **Yes** ☐ **No**

If "Yes," list dates of Employment: From (Mo/Yr) \_\_\_\_\_ to \_\_\_\_\_

Reason(s) for Leaving \_\_\_\_\_

Former Supervisor at the Company: \_\_\_\_\_

List your work experience with your present and last three employers.

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**1. Most recent employer**

\_\_\_\_\_ From (Mo/Yr) \_\_\_\_\_ to \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_  
Position held \_\_\_\_\_ Supervisor \_\_\_\_\_ Starting Salary \$ \_\_\_\_\_ Final Salary \$ \_\_\_\_\_  
Duties \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

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**2. Previous employer**

\_\_\_\_\_ From (Mo/Yr) \_\_\_\_\_ to \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_  
Position held \_\_\_\_\_ Supervisor \_\_\_\_\_ Starting Salary \$ \_\_\_\_\_ Final Salary \$ \_\_\_\_\_  
Duties \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

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**3. Previous employer**

\_\_\_\_\_ From (Mo/Yr) \_\_\_\_\_ to \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_  
Position held \_\_\_\_\_ Supervisor \_\_\_\_\_ Starting Salary \$ \_\_\_\_\_ Final Salary \$ \_\_\_\_\_  
Duties \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

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**4. Previous employer**

\_\_\_\_\_ From (Mo/Yr) \_\_\_\_\_ to \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_  
Position held \_\_\_\_\_ Supervisor \_\_\_\_\_ Starting Salary \$ \_\_\_\_\_ Final Salary \$ \_\_\_\_\_  
Duties \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

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***Applicant's Statement and Agreement***

I understand that this application is only valid for the position applied for at present and that the Company is not obligated to retain or consider this application for future openings.

I understand employment is contingent upon successfully passing the Company's physical examination and/or a drug screen and do not object to taking a physical examination or drug screening at the Company's expense.

I understand that any misrepresentation, falsification or willful omission of information contained in this application or in connection with any lawful physical examination or lawful criminal background check shall be sufficient reason for refusal of or dismissal from employment.

I understand that this employment application and any related Company documents are not contracts of employment and that, if I am hired, I understand and agree that my employment will be at-will and I may voluntarily leave employment at any time for any reason and likewise, the Company may terminate my employment at any time for any reason. Any representations to the contrary in any related Company document or by any representative of the Company should not be relied upon or be construed as Company policy. In connection with this at-will policy, I understand that the Company reserves the right to alter my position, at any time, at its sole discretion.

I understand that the Company uses E-Verify to verify the identity and employment eligibility of all persons hired to work in the United States.

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Signature

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Date

Are there any additional aspects of your qualifications which are not covered on this application form and would be relevant to the position for which you are applying?

Applicant's comments: \_\_\_\_\_

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## Pre-Offer Invitation to Self-Identify

Name: \_\_\_\_\_

Position Applying For: \_\_\_\_\_

Date: \_\_\_\_\_

### Invitation to Self-Identify Gender, Ethnicity/Race

Kason Industries is an Equal Opportunity/ Affirmative Action employer. We provide equal employment opportunities to all qualified employees and applicants for employment without regard to race, religion, sex, age, marital status, national origin, sexual orientation, citizenship status, veteran status, disability or any other legally protected status. We prohibit discrimination in decisions concerning recruitment, hiring, compensation, benefits, training, termination, promotions, or any other condition of employment or career development.

Kason Industries invites applicants and employees to voluntarily self-identify their gender, race and ethnicity. Submission of this information is strictly voluntary and refusal to provide it will not subject you to any adverse treatment.

The information obtained will be kept confidential and may only be used in accordance with the provision of applicable laws, executive orders, and regulations. This information will be maintained separately from your application for employment. Failure to provide the following information will not subject you to any adverse action or treatment.

#### Gender:

- ☐ Male
- ☐ Female
- ☐ I decline to identify

#### Ethnicity/Race:

- ☐ Hispanic or Latino  
A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- ☐ White (Not Hispanic or Latino)  
A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- ☐ Black or African American (Not Hispanic or Latino)  
A person having origins in any of the black racial groups of Africa.
- ☐ Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)  
A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- ☐ Asian (Not Hispanic or Latino)  
A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- ☐ American Indian or Alaska Native (Not Hispanic or Latino)  
A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
- ☐ Two or More Races (Not Hispanic or Latino)  
All persons who identify with more than one of the above five races.
- ☐ I decline to identify

## Invitation to Self-Identify Protected Veteran Status

Kason Industries is committed to equal opportunity in all aspects of employment for qualified protected veterans. We ask that you please consider completing this invitation to Self-Identify Veteran Status. If you believe you belong to any of the categories of protected veterans listed below, please indicate by checking the appropriate box below. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment.

### Protected Veteran Classifications are defined as follows:

A “disabled veteran” is one of the following:

A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or

A person who was discharged or released from active duty because of a service-connected disability.

A “recently separated veteran” means any veteran during the three-year period beginning on the date of such veterans discharge or release from active duty in the U.S. military, ground, naval, or air service.

An “active-duty wartime or campaign badge veteran” means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

An “Armed forces service medal veteran” means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws enforcing the Americans with Disabilities Act, may be informed.

☐ I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE

☐ I AM NOT A PROTECTED VETERAN

☐ I DO NOT WISH TO IDENTIFY AT THIS TIME

An Equal Opportunity Employer M/F

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