



As part of the interview process at Lenox-Martell, Inc./Real City Soda, we ask that you complete the application below and attach a copy of your resume if available. Please note that we do have several additional steps in our pre-employment process that include a background check, drug-screen, and an RMV record review for positions with driving as part of their job functions. Should you have any questions or concerns regarding these please speak with the hiring manager or Human Resources.

Lenox-Martell is a MultiFlow Industries, LLC Company and is an equal opportunity employer and we do not discriminate against prospective employees based on race, color, religious creed, national origin, ancestry, sex, age, handicap (disability), mental illness, sexual orientation, and genetics, or any other protected category under Massachusetts or Federal law. If you need any accommodations in completing this application or with any part of the application process, please let us know.

Personal Information	
Full Name	
Complete Address	
Email address	Primary Telephone
Position applied for	
Compensation desired	Full Time or Part Time
How did you hear about Lenox-Martell?	
Date available to start	
Days and hours available to work (list any days or hours you are unavailable)	
Are you legally eligible to be employed in the United States? Yes No (circle one)	
<small>(Federal law prohibits the employment of unauthorized aliens. All persons hired must complete and sign Section 1 of Form I-9 and submit satisfactory proof of employment authorization no later than the first day of employment but not before accepting a job offer. Failure to do so shall result in immediate termination.)</small>	
Are you 21 years of age or older? Yes No (circle one)	
Drivers License Number _____, State Issued _____, Date of Expiration: _____	
<input type="checkbox"/> Operator <input type="checkbox"/> Commercial (CDL) <input type="checkbox"/> Endorsements, if yes, which: _____	
Have you had any accidents during the past three years? Yes No (circle one)	
Have you had any moving violations during the past three years? Yes No (circle one)	
If yes, please explain	
Have you ever been employed by Lenox-Martell or Multi-Flow before? Yes No (circle one)	
Do you have any relatives or friends employed at the company? Yes (if so, whom)? No (circle one)	
Do you have any commitments (including schedule conflicts or non-competition agreement) to another employer that might affect your employment with our company? Yes No (circle one)	
If yes, please explain	
Are you able to perform the essential functions of the job for which you are applying with or without reasonable accommodation? Yes No (circle one)	

Educational Background, Training and Special Skills				
Type of School	Name and Location	Did you Graduate?	Degree or diploma received	Concentration
High School				
Trade School				
University				
Graduate School				
Military (please list duties and training)				

Professional Licenses and Certifications			
Date issued	Jurisdiction	Type of license or certification	Expiration Date (if applicable)
<p>Have you ever applied for and been denied a license or certification? Yes No (circle one)</p> <p>If yes, please explain.</p>			
<p>Have you ever had a license or certification suspended or revoked, or been subject to disciplinary action?</p> <p>Yes No (circle one)</p> <p>If yes, please explain.</p>			

Employment History

List all previous work experience and periods of unemployment, beginning with your most recent employer. You may include volunteer service.

Dates (From – To)	Employer's Name and Address
Salary (voluntary)	Manager's Name, Title & Contact Phone
Your Job Title and Responsibilities	
Reason for Leaving	
May we contact this employer for a reference? Yes No (circle one)	
If no, why not?	

Dates (From – To)	Employer's Name and Address
Salary (voluntary)	Manager's Name, Title & Contact Phone
Your Job Title and Responsibilities	
Reason for Leaving	
May we contact this employer for a reference? Yes No (circle one)	
If no, why not?	

References

Please provide the following information for three **professional** references (i.e., supervisor, co-worker, customer, teacher). **Do not list relatives.**

Name	Phone number and/or e-mail	How long have you known this person?	How do you know them?

Certification Statement

I understand that completion of this Application does not guarantee me employment at Lenox-Martell/Multi-Flow Industries, LLC. I certify that the information contained in this Application is true and complete. I authorize investigation of all statements in this application as may be necessary in arriving at an employment decision.

I hereby release Lenox-Martell/Multi-Flow Industries, LLC from any liability for any damage whatsoever resulting from the investigation, use or disclosure of such information. I understand that omitting information, or failing to reveal any prior employer, or giving false or misleading information on any part of this application or interview(s) may result in my not being considered for employment, and can be grounds for termination if discovered after my employment.

If employed, I understand that no employee or representative of Lenox-Martell/Multi-Flow Industries, LLC, other than by a written agreement signed by the President or CEO (or a designee), has the authority to enter into any agreement for employment for any specified time, or to make any agreement contrary to the foregoing.

I understand that if I am hired, my employment is "at will" and for no definite time and may be terminated by Lenox-Martell/Multi-Flow Industries, LLC or me at any time, with or without cause, and with or without notice. If I am employed by Lenox-Martell/Multi-Flow Industries, LLC, I agree to comply with all rules and regulations of Lenox-Martell/Multi-Flow Industries, LLC, and understand that these rules and regulations may change at any time with or without notice.

By signing here, I certify that I have read, understand and agree to the above statements.

Signature _____ Date _____

Cc: Human Resources