

# **HANTZ GROUP AND ITS AFFILIATED COMPANIES<sup>1</sup>**

## **(Company)**

### **Application for Employment**

An Equal Opportunity Employer

We do not discriminate on the basis of race, color, religion, national origin, sex, age, disability, marital status, height, weight or any other characteristic protected by law. It is our intention that all qualified applicants be given equal opportunity and that selection decisions be based on job-related factors.

This application was designed to comply with the Federal Civil Rights Act, Title VII, The Age Discrimination Act of 1967, the Americans with Disabilities Act, the Civil Rights Act of 1991 and Michigan Fair Employment Laws. Hantz Group and its affiliated companies, therefore, gives assurance that no questions answered is, or will be used to, unlawfully discriminate in matters of race, color, gender, religious creed, national origin, marital status, age, disability, Vietnam Veteran's status, or on the basis of height, weight or any other characteristic protected by law.

(Rev 11/15)

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<sup>1</sup> "It's affiliated companies" means any subsidiary of Hantz Group, Inc., including but not limited to Hantz Technology, L.L.C., Hantz Air L.L.C., Hantz Farms, L.L.C., Hantz Benefit Services, L.L.C., Plus Agency, L.L.C., Hantz Financial Services, Inc., Hantz Agency, L.L.C., Hantz Commercial Insurance Agency, L.L.C., L.L.C., DiLaura Brothers, L.L.C., Bowling IQ, L.L.C., Hantz Tax and Business, L.L.C., Hantz, Titus & Urbanski, L.L.C., Hantz Rhoades & Doehrer, L.L.C., Hantz Software, L.L.C., Hantz & DiLaura Properties, L.L.C., Hantz Real Estate Ventures, L.L.C., Hantz Bank, Hantz Holdings, Inc., 1540 South Holland Sylvania, L.L.C., Hantz Golf, L.L.C., Hantz Golf Club of Tecumseh, L.L.C., Hantz Woodlands, L.L.C., Hantz Ewald, L.L.C., Hantz Accounting, L.L.C., Hantz Group Foundation

Position Applied For \_\_\_\_\_ Date \_\_\_\_\_

Applicants are not required to give any information prohibited by law. In order to be considered for employment all portions of this application must be completed.

### Personal

Name \_\_\_\_\_  
(Last) (First) (Middle)

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

Home Phone (\_\_\_\_\_) \_\_\_\_\_ Alternate Phone (\_\_\_\_\_) \_\_\_\_\_

Email Address \_\_\_\_\_

Are you at least 18 years old? \_\_\_\_ Yes \_\_\_\_ No

Are you legally eligible for employment in the U.S.? \_\_\_\_ Yes \_\_\_\_ No  
(Authorization for Employment and Proof of Identity required upon Employment)

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

What prompted you to apply for work here?

- Agency       Friend       Relative       Other \_\_\_\_\_  
 Employee Referral \_\_\_\_\_       Website \_\_\_\_\_

Name, address and phone number of persons to be notified in case of emergency:

\_\_\_\_\_

Have you ever been convicted of any law violation (except a minor traffic violation)? \_\_\_\_ Yes \_\_\_\_ No

If yes, give details \_\_\_\_\_  
(Conviction will not necessarily disqualify an applicant from employment)

Personal Interests \_\_\_\_\_

Job-related organizations, clubs, professional society's \_\_\_\_\_

\_\_\_\_\_  
(Omit those which indicate sex, race, religion, creed, color, national origin, ancestry, marital status and/or age)

For Driving Jobs Only:

Do you possess a valid driver's license? \_\_\_\_ Yes \_\_\_\_ No

Have you had your driver's license suspended or revoked in the last three years? \_\_\_\_ Yes \_\_\_\_ No

If yes, give details \_\_\_\_\_

**Education**  
**“See Resume” is not sufficient.**

	Name of School	Location / Campus	Dates Attended From/To	Highest Year Completed (Circle one)	Major / Minor Study Fields or Degree / Diploma
High School			(not applicable)	9 10 11 12	(not applicable)
Technical / Vocational				1 2 3 4	
College / University				1 2 3 4	
Graduate School				1 2 3 4	
Other				1 2 3 4	

Honors Received:

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**Availability for Work**

Full-Time: \_\_\_\_\_ Part-Time \_\_\_\_\_

Will you work overtime if requested to do so? \_\_\_\_\_ Yes \_\_\_\_\_ No

Will you work extra days in the week if necessary? \_\_\_\_\_ Yes \_\_\_\_\_ No

Do you plan to work elsewhere or attend school while working here? \_\_\_\_\_ Yes \_\_\_\_\_ No

How soon after accepting an offer can you be able to start working? \_\_\_\_\_



## Work Experience

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Employer \_\_\_\_\_ Phone \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_

Address: \_\_\_\_\_  
Street City State Zip

Position: \_\_\_\_\_

Responsibilities: \_\_\_\_\_

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Supervisor's Name: \_\_\_\_\_

Starting Salary / Wages: \_\_\_\_\_ Final Salary / Wages: \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

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Employer \_\_\_\_\_ Phone \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_

Address: \_\_\_\_\_  
Street City State Zip

Position: \_\_\_\_\_

Responsibilities: \_\_\_\_\_

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Supervisor's Name: \_\_\_\_\_

Starting Salary / Wages: \_\_\_\_\_ Final Salary / Wages: \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

## Work History

Have you ever worked under any other name? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, give names: \_\_\_\_\_

Are you presently employed? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, may we contact your present employer: \_\_\_\_\_ Yes \_\_\_\_\_ No

Have you ever been fired from a job or asked to resign? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, please explain: \_\_\_\_\_

Do you currently hold, or have you ever held, any securities licenses? \_\_\_\_\_ Yes \_\_\_\_\_ No

## Skills

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## References

List three (3) references who are not related to you.

Name	Address	Occupation	Phone
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# Applicant's Statements

## CERTIFICATION

I represent that the information in this employment application is true and complete. I understand that any falsification, misstatement or omission of information may be grounds for either the rejection of my application or my dismissal from subsequent employment.

## AUTHORIZATION

I authorize the references in my application to provide you any and all information they may have. I release all parties, including the listed references and prior employers from all liability for any statements or information they may provide. Specifically, I authorize the Hantz Group and its affiliated companies to contact any and all former employers or any or all of the references I have identified for the purpose of verifying any of the information I have provided to Hantz Group and its affiliated companies and/or for the purpose of obtaining any information whatever, whether favorable or unfavorable, about me or my employment with any former employer.

## AT WILL EMPLOYMENT

In consideration of my employment, I agree to conform with all company policies and rules. I understand that these rules and policies, as well as any and all programs, procedures, and/or benefits, may change from time to time at the sole election of the Company. I understand that nothing in this application is intended to imply or create an employment relationship or contract for employment. I further understand that, if hired, my employment is "at-will", and can be terminated at any time, with or without cause and with or without the provision of advance notice. I agree that the terms of my employment outlined here constitute the complete agreement between me and the Company and that they supercede all prior oral or written terms or policies of employment. No terms, policies, changes, or other matters may be created apart from the terms outlined here except in writing signed by the Company.

I have read, understand, and, by my signature, consent to these statements.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date