



## Application for Employment

**The Farmers Telecommunications Cooperative, Inc. (“FTC”) is an Equal Employment Opportunity Employer and does not discriminate in employment practices on the basis of race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity. The information collected by this application is solely to determine suitability for employment, verify identity, and maintain employment statistics on applicants.**

**Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act and certain state or local laws. A reasonable accommodation is a change in the way things are normally done, which will ensure an equal employment opportunity without imposing undue hardship on FTC. Please inform the company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.**

**Your application will be active for one year from the date of submission. If you are not hired during that time but wish to continue to be considered for available positions, you must either complete a new application or notify us in writing (email is acceptable) that you wish for your current application to be renewed for an additional year.**

FTC does not knowingly hire an individual who has a member of their immediate family employed by FTC. For this purpose, a member of the immediate family is a person related to the applicant either by blood (including adoption) or by marriage (in-law) in any of the following capacities: grandparent, parent, spouse, child, grandchild, sister or brother and a person living in the household of an employee as a domestic partner. In addition, the By-Laws of FTC prohibit the hiring of anyone who is closely related to a Member of the Board of Trustees. This prohibition is found in Article IV, Section 3 (c) of the By-Laws of the Cooperative (available at [www.farmerstel.com/legal](http://www.farmerstel.com/legal)). You should carefully evaluate whether or not you are excluded from consideration under this prohibition.

- Are you legally eligible for employment within the United States of America? \_\_\_\_\_  
(If hired, verification will be required consistent with federal law.)
- Are you at least 18 years old? \_\_\_\_\_  
(If no, you may be required to provide authorization to work.)
- Full name as it appears upon your official documents indicating your eligibility for employment:

➤ \_\_\_\_\_

- What is your current residential address?  
➤ \_\_\_\_\_
- How may we reach you in regard to this employment application (e.g. email, cellphone, etc.)? Phone \_\_\_\_\_  
➤ Email \_\_\_\_\_
- Are you either a customer or member in good standing of the Cooperative? \_\_\_\_\_  
➤ If so, please provide your member or account number. \_\_\_\_\_
- Are you seeking full or part-time employment? \_\_\_\_\_
- Is there a specific type of work you are interested in? \_\_\_\_\_  
➤ If so, please describe: \_\_\_\_\_
- Please complete the following with regard to your formal education:

Type of School	School Name and Location	Number of Years Completed	Diploma, Degree, or Certificate Received
High School (or G.E.D. equivalent)			
College or University			
Graduate School			
Vocational or Trade School			
Other			

- In the space below, please tell us why you wish to be employed by FTC and include any special abilities or skills sets that you believe will uniquely benefit FTC if employed.

- In the following space, list all employment experience for the past 10 years starting with the most recent or present employer, including US military service or training. Using a separate section for each position, describe in detail all work experience. You may include as part of your employment history any verifiable work performed on a volunteer basis.


- Have you signed or otherwise agreed to any non-solicitation, non-competition, or other similar post-employment restriction or agreement with your current or any prior employer? \_\_\_\_\_ If yes, please explain:

- Please provide name and contact information for three people who are not a member of your immediate family for which you grant us permission to inquire of your natural abilities, acquired skills, and character:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**PLEASE READ CAREFULLY AND INITIAL EACH PARAGRAPH BEFORE SIGNING**

I understand that, where permissible under applicable federal, state, or local law, I will be subject to a pre-employment drug test after receiving a conditional offer of employment and must receive a negative result for illegal drug use before being permitted to commence work with FTC.

\_\_\_\_\_ Initials

I understand that, where permissible under applicable federal, state, or local law, I will be subject to a pre-employment medical examination after receiving a conditional offer of employment and must meet the qualifications for the position, with or without reasonable accommodation, before being permitted to commence work with FTC.

\_\_\_\_\_ Initials

I understand that, where permissible under applicable federal, state, or local law, I will be subject to a pre-employment background check after receiving a conditional offer of employment to investigate my background for evidence of criminality, my driving record, my credit history, and other matters related to my suitability for employment. I understand that a separate disclosure and consent form will be provided to me prior to any background check.

\_\_\_\_\_ Initials

I understand that employment with FTC is also contingent on my providing sufficient documentation necessary to establish my identity and eligibility to work in the United States.

\_\_\_\_\_ Initials

I authorize FTC and its representatives to contact my current and former employers (with the exception of any employer listed in this application for which I have indicated "DO NOT CONTACT", as well as any schools, references, and other persons or organizations I have named in this application for the purpose of verifying the information I have provided. I release my current and former employers, schools, references, and other persons or organizations named in this application from any liability resulting from the information released. I authorize employers, schools, and other persons or organizations named in this application to provide any information or transcripts requested.

\_\_\_\_\_ Initials

I hereby certify that, if employed, my employment with FTC will not conflict with, violate, breach, or result in default under, any contract, agreement, or understanding that I am a party to or am bound by, including any non-solicitation, non-competition, or other similar post-employment restriction or agreement I have with any current or former employer, other than the contracts, agreements, covenants, or understandings I have disclosed in this application, if any.

\_\_\_\_\_ Initials

**I understand and agree that, if hired, my employment will be at will, which means employment is for an indefinite period of time and may be terminated by me or FTC at any time, with or without cause, and with or without notice.**

\_\_\_\_\_ Initials

I certify that all of the above information is true and complete and I understand that any falsification or omission of information made by me may disqualify me from further consideration for employment or, if hired, may result in my termination at any time during the period of my employment, regardless of the amount of time that has passed.

\_\_\_\_\_ Initials

MY SIGNATURE IS EVIDENCE THAT I HAVE READ AND AGREE WITH THE ABOVE STATEMENTS.

Applicant's signature \_\_\_\_\_

Date \_\_\_\_\_

**This application may be submitted online at [www.farmerstel.com/employment](http://www.farmerstel.com/employment); by email to [employmentapplications@staff.farmerstel.com](mailto:employmentapplications@staff.farmerstel.com); by mail to FTC Employment Applications, P. O. Box 217, Rainsville, AL 35986; or in person at 144 McCurdy Ave. No. Rainsville, AL**