

DRUG TESTING NOTICE!

To All Applicants for Employment

As part of its selection and hiring process, this company engages in drug testing of all otherwise qualified applicants for employment. These tests are highly sophisticated and capable of detecting trace amounts of various drugs for up to sixty (60) days following use. If you have used drugs in the last sixty (60) days, please do not waste our time and yours by applying for work with this company.

Test results, which indicate the presence of drugs in your body, will bar further hiring consideration

**LOVARC
APPLICATION FOR EMPLOYMENT
(Please Print)**

Qualified applications are considered for all positions without regard to race, color, religion, sex, national origin, age, marital or veteran status, or the presence of non job-related medical condition or handicap.

Date of Application _____

Position applied for: _____

By whom were you referred for a position with us? _____

Name _____
Last First Middle

Address _____
Number Street City State Zip Code

Phone Number: _____

Have you ever filed an application here before? Yes _____ No _____ Date: _____

Have you ever been employed here before? Yes _____ No _____ Date: _____

Are you related to anyone currently working at LOVARC? Yes _____ No _____ If so, who? _____

Can you, after employment, submit verification of your legal right to work in the U.S.? Yes _____ No _____

Are you available to work? Full time _____ Part time _____ Shift work _____

Are you on a lay-off and subject to recall? Yes _____ No _____

Have you been convicted of a felony within the last 7 years? Yes _____ No _____

If yes, explain: _____

A conviction will not necessarily be a bar to employment, in that factors, such as age and time of the offense, seriousness and nature of the violation, and rehabilitation will be taken into account.

What foreign languages do you speak, read and / or write ?

	<u>Fluently</u>	<u>Good</u>	<u>Fair</u>
Speak:	_____	_____	_____
Read:	_____	_____	_____
Write:	_____	_____	_____

Please list job-related organizations, clubs, professional societies, or other associations to which you belong--you may omit those which indicate your race, color, religion, sex, national origin, age, or martial or veteran status.

Give the name, address and phone number of three professional references not related to you.

1. _____
2. _____
3. _____

EMPLOYMENT EXPERIENCE

List each job held for the last 10 years. Start with your present and/or last job. What period of time? Include military service assignments and volunteer activities, but do not list dates of military service and type of discharge.

Employer: _____ Dates: _____
Address: _____ From: _____ To: _____
Work Performed: _____
Job Title: _____
Supervisor: _____ Phone Number _____
Hourly Rate / Salary Starting: _____ Final: _____
Reason for leaving: _____

Employer: _____ Dates: _____
Address: _____ From: _____ To: _____
Work Performed: _____
Job Title: _____
Supervisor: _____ Phone Number _____
Hourly Rate / Salary Starting: _____ Final: _____
Reason for leaving: _____

Employer: _____ Dates:

Address: _____ From: _____ To: _____

Work Performed: _____

Job Title: _____

Supervisor: _____ Phone Number _____

Hourly Rate / Salary Starting: _____ Final: _____

Reason for leaving: _____

Employer: _____

Dates:

Address: _____ From: _____ To: _____

Work Performed: _____

Job Title: _____

Supervisor: _____ Phone Number _____

Hourly Rate / Salary Starting: _____ Final: _____

Reason for leaving: _____

IF YOU NEED ADDITIONAL SPACE, PLEASE CONTINUE ON A SEPARATE SHEET OF PAPER.

Summarize special skills and qualifications acquired from Employment or other experience: _____

EDUCATION

Elementary: _____ Last year completed ? _____

High School: _____ Last year completed ? _____

College / University: _____ Last year completed ? _____

Major/Degree: _____

Graduate / Professional: _____

Honors Received: _____

SPECIAL SKILLS

Describe specialized training, apprenticeship, skills, extra curricular activities. Please exclude groups which indicate race, color, religion, sex or national origin. State any additional information you feel may be helpful to us in considering your application.

AGREEMENT

I certify that answers given herein are true and complete to the best of my knowledge. I, authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I authorize you to contact my former employer regarding my job performance.

Please check one.

- Yes, you may contact my current or most recent employer.
- No, you may not contact my current or most recent employer.

In the event of employment I understand that false or misleading information given in my application or interview(s) may result in discharge at anytime. I understand also, that I am required to abide by all rules and regulations of the Company.

AT-WILL DISCLAIMER

If given employment, I hereby agree that such employment is for no fixed term and may be terminated by the company at any time without advance notice and without liability to me for wages or salary. I further understand that any such termination may be for my reason or no reason at all.

Signature of Applicant

Date

=====

FOR PERSONNEL DEPARTMENT USE ONLY

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ARRANGE INTERVIEW:

YES / NO

Remarks: _____

INTERVIEWER: _____ Date: _____

Employed: YES / NO

Date of employment: _____

Job Title: _____ Hourly Rate / Salary: _____ Dept: _____

By: _____

Name / Title

Date

LOVARC
Human Resource Department
116 N "T" St.
Lompoc, Ca. 93436
(805)735-3428
(805)737-4323 fax

An Equal Opportunity-Affirmative Action Employer

To help us carry out our EEO/AA obligations, please indicate if any of the following definitions apply to you.

Please help us comply with the State and Federal law by completing this form. While you are not required to complete this form, you should know that if you leave it blank, we have the right to enter data for this purpose based upon our visual assessment. To demonstrate that we meet equal employment opportunity requirements, periodically we must report statistical information about applicants and employees to the California and United States Governments. **This information will be kept separate and confidential and will not be used in any unlawful way to make any employment decision(s).** LOVARC is an Affirmative Action Employer.

NAME _____ **Date of Birth** _____
month / day / year

Please answer below to the best of your ability. We understand that it may be difficult to choose a single ethnic identity if you have a multicultural heritage. Nevertheless, to comply with legal guidelines we would like you to choose only one.

Check appropriate box:

- Male** **Female**
- WHITE** (not of Hispanic origin): All persons not classified into one of the five specific ethnic minority categories that follow.
- BLACK** (not of Hispanic origin): All persons having origin in any of the black racial groups.
- HISPANIC**: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race.
- ASIAN or PACIFIC ISLANDER**: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. (For example, includes China, India, Japan, Korea, the Philippine Islands and Samoa.)
- AMERICAN INDIAN or ALASKAN NATIVE**: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

- INDIVIDUAL WITH DISABILITY**. A person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a record of such impairment or (3) is regarded as having such an impairment. If you fit this definition and your disability requires special interview arrangements, please contact the Human Resource Department before the interview date so that we can make reasonable accommodations.

CHARACTERISTICS OF TARGETED VETERAN GROUPS

Federal contractors are required to implement affirmative action procedures in employing veterans from the three targeted groups identified below. Federal contractors also are required to report annually on the inclusion of veterans from these three groups in their current workforce and in their new hires. Current and prospective employees are requested to provide the information below so that the employing organization can comply with these important federal mandates. Provision of the information requested below is voluntary and will be kept confidential by the employing organization. Disclosure or refusal to provide the information will not subject the applicant or employee to any adverse treatment and the information will be used only to support veterans' programs in accordance with the regulations implementing 38 U.S.C. 4212.

SPECIAL DISABLED VETERAN (Please check if either or both categories apply to you.)

- (A) a veteran 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 Department of Veterans Affairs for a disability (a) rated at 30 percent or more, or (b) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 1506 to Title 38, U.S.C. to have a serious employment handicap; or
- (B) a veteran who was discharged or released from active duty because of a service-connected disability.

VETERAN OF THE VIETNAM-ERA (Please check if either or both categories apply to you.)

- (A) a veteran who served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred: (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964 and May 7, 1975 in all other cases; or
- (B) a veteran who was discharged or released from active duty for a service connected disability if any part of such active duty was performed: (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964 and May 7, 1975 in all other cases.

OTHER VETERANS (Please check if either or both categories apply to you.)

- (A) a veteran with active duty service at any point between December 7, 1941 and April 28, 1952; or
- (B) a veteran who served on active duty in a campaign or expedition for which a campaign badge has been authorized. The campaigns or expeditions that meet this criterion as of August 31, 1999 are identified on the back page of this document. (Since new campaigns and expeditions are added from time to time, they can be identified via the Internet at <http://www.opm.gov/veterans/html/vgmedal2.tem>.) A veteran qualifies under this criterion ONLY based upon military service IN the identified campaign or expedition and NOT simply based on any military service during the time of the campaign or expedition. The campaign badges, service medals, and expeditionary medals that qualify under this criterion will be listed on the veteran's "Armed Forces of the U.S. Report of Transfer or Discharge," commonly known as the "DD-214 Form," if the veteran meets this criterion.

CAMPAIGN/EXPEDITION	DATES		ORGANIZATIONS PARTICIPATING				
	START	END	ARMY	NAVY	AIR FORCE	MARINE CORP	COAST GUARD
<u>Campaign or Service Medals</u>							
American Defense Service	09/08/39	12/07/91	X	X		X	X
Army Occupation of Austria	05/09/45	07/27/55	X		X		
Army Occupation of Berlin	05/09/45	10/02/90	X	X	X	X	X
Army Occupation of Germany	05/09/45	05/05/55	X	X	X		X
Army Occupation of Japan	09/03/45	04/27/52	X	X	X	X	X
China Service	07/07/37	09/07/39		X		X	
China Service Medal (Extended)	09/02/45	04/01/57		X			
Korean Service	06/27/50	07/27/54	X	X	X	X	X
Navy Occupation of Trieste	05/09/45	10/25/54		X		X	X
Navy Occupation of Austria	05/08/45	10/25/55		X			
Navy Occupation of Berlin	05/08/45	10/02/90		X		X	
Navy Units of the Sixth Fleet	05/09/45	10/25/55		X			
SW Asia Service Medal (Desert Shield/Storm)	08/02/90	11/02/95	X	X	X	X	X
Vietnam Service Medal (VSM)	07/04/65	03/28/73	X	X	X	X	X
<u>Armed Forces Expeditionary Medal (AFEM)</u>							
Berlin	08/14/61	06/01/63	X	X	X	X	X
Bosnia and Herzegovina (Joint Endeavor)	11/20/95	12/20/96	X	X	X	X	X
Bosnia and Herzegovina (Joint Guard)	12/20/96	Present	X	X	X	X	X
Cambodia	03/29/73	08/15/73	X	X	X	X	X
Cambodia Evacuation (Eagle Pull)	04/11/75	04/13/75	X	X	X	X	X
Congo	07/14/60	09/01/62	X	X	X	X	X
Congo	11/23/64	11/27/64	X	X	X	X	X
Cuba	10/24/62	06/01/63	X	X	X	X	X
Dominican Republic	04/28/65	09/21/65	X	X	X	X	X
El Salvador	01/01/81	02/01/92	X	X	X	X	X
Grenada (Urgent Fury)	10/23/83	11/21/83	X	X	X	X	X
Haiti (Uphold Democracy)	09/16/94	03/31/95	X	X	X	X	X
Iraq (Northern Watch)	01/01/97	Present	X	X	X	X	X
Korea	10/01/66	06/30/74	X	X	X	X	X
Laos	04/19/61	10/07/62	X	X	X	X	X
Lebanon	07/01/58	11/01/58	X	X	X	X	X
Lebanon	06/01/83	12/01/87	X	X	X	X	X
Libyan Area (Eldorado Canyon)	04/12/86	04/17/86	X	X	X	X	X
Mayaguez Operation	05/15/75	05/15/75	X	X	X	X	X
Panama (Just Cause)	12/20/89	01/31/90	X	X	X	X	X
Persian Gulf (Earnest Will)	07/24/87	08/01/90	X	X	X	X	X
Persian Gulf	08/02/90	01/02/92	X	X	X	X	X
Persian Gulf (Southern Watch)	12/01/95	Present	X	X	X	X	X
Persian Gulf (Vigilant Sentinel)	12/01/95	02/15/97	X	X	X	X	X
Persian Gulf Interception Operation	2/01/95	Present	X	X	X	X	X
Quemoy and Matsu Islands	08/23/58	06/01/63	X	X	X	X	X
Somalia (Restore Hope)	12/05/92	03/31/95	X	X	X	X	X
Taiwan Straits	08/23/58	01/01/59	X	X	X	X	X
Thailand	05/16/62	08/10/62	X	X	X	X	X
Vietnam and Thailand	07/01/58	07/03/65	X	X	X	X	X
Vietnam Evacuation	04/29/75	04/30/75	X	X	X	X	X
<u>Navy Expeditionary Medal and Marine Corp Expeditionary Medal</u>							
Cuba	01/03/61	10/23/62		X		X	
Indian Ocean/Iran	11/21/79	10/20/81		X		X	
Iranian/Yemen/Indian Ocean	12/08/78	06/06/79		X		X	
Lebanon	05/20/82	05/31/83		X		X	
Liberia (Sharp Edge)	08/05/90	02/21/91		X		X	
Libyan Area	01/20/86	06/27/86		X		X	
Panama	04/01/80	12/19/86		X		X	
Panama	02/01/90	06/13/90		X		X	
Persian Gulf	02/01/87	07/23/87		X		X	
Rwanda (Distant Runner)	04/07/94	04/18/94		X		X	
Thailand	05/16/62	08/10/62		X		X	