



Employment Application

PLEASE PRINT OR TYPE ALL INFORMATION

LAST NAME	FIRST NAME	MIDDLE NAME
APPLICATION FOR POSITION OF:	TODAY'S DATE	PHONE NUMBER – Include Area Code
PRESENT ADDRESS – Street, City, State & Zip Code:		
MAILING ADDRESS – If Different From Above:		
PROVIDE ANY DIFFERENT NAMES YOU HAVE UTILIZED SINCE AGE 18.		
SOCIAL SECURITY NUMBER:	DRIVER'S LICENSE NUMBER: STATE:	

If hired, will you be able to provide proof of employment authorization and identity with three (3) days of employment?

☐ YES ☐ NO

Do you have a reliable source of transportation to and from work?

☐ YES ☐ NO

Are you at least 18 Years of Age?

☐ YES ☐ NO

Are you legally eligible to work in the United States?

☐ YES ☐ NO

Are you currently employed now?

☐ YES ☐ NO

POSITION DESIRED		
PRIMARY POSITION OF INTEREST:		OTHER POSITION:
SALARY DESIRED:	DATE ABLE TO START:	APPLICATION FOR: <input type="checkbox"/> FULL-TIME <input type="checkbox"/> PART-TIME

If required, are you available to work shifts?

☐ YES ☐ NO

If required, are you willing to relocate?

☐ YES ☐ NO

If required, are you willing to travel?

☐ YES ☐ NO

EDUCATION & TRAINING					
Circle Highest Grade Or Year Completed In School: 1 2 3 4 5 6 7 8 9 10 11 12	DO YOU HAVE A HIGH SCHOOL DIPLOMA OR A GED EQUIVALENCY? <input type="checkbox"/> YES <input type="checkbox"/> NO	NAME AND LOCATION OF HIGH SCHOOL:			
TRAINING BEYOND HIGH SCHOOL (College, University or Other Schools)					
SCHOOL NAME & LOCATION	NUMBER OF YEARS ATTENDED	CREDITS EARNED	MAJOR FIELD	GPA / BASIS	DEGREE EARNED
DESCRIBE ANY OTHER EDUCATION OR TRAINING WHICH YOU FEEL IS RELEVANT TO THE JOB(S) FOR WHICH YOU ARE APPLYING. ALSO INCLUDE RELEVANT LICENSES & CERTIFICATIONS. BE SPECIFIC.					

WORK EXPERIENCE: Provide a complete description of all jobs. Be specific. Start with your most recent job. For part-time work, show the average number of hours per week. Indicate any changes in job title with the same employer as a separate job.

Employer		Type Of Business	Location (Street Address, City, State, Zip Code)	
Job Title	Reason For Leaving			
Name of Supervisor			Length of Employment <div><input type="checkbox"/> Full Time <input type="checkbox"/> Part Time</div>	
Job Duties			From (Month & Year) To (Month & Year)	
			Beginning Pay \$	
			Ending Pay \$	

Employer		Type Of Business	Location (Street Address, City, State, Zip Code)	
Job Title	Reason For Leaving			
Name of Supervisor			Length of Employment <div><input type="checkbox"/> Full Time <input type="checkbox"/> Part Time</div>	
Job Duties			From (Month & Year) To (Month & Year)	
			Beginning Pay \$	
			Ending Pay \$	

Employer		Type Of Business	Location (Street Address, City, State, Zip Code)	
Job Title	Reason For Leaving			
Name of Supervisor			Length of Employment <div><input type="checkbox"/> Full Time <input type="checkbox"/> Part Time</div>	
Job Duties			From (Month & Year) To (Month & Year)	
			Beginning Pay \$	
			Ending Pay \$	

Employer		Type Of Business	Location (Street Address, City, State, Zip Code)	
Job Title	Reason For Leaving			
Name of Supervisor			Length of Employment <div><input type="checkbox"/> Full Time <input type="checkbox"/> Part Time</div>	
Job Duties			From (Month & Year) To (Month & Year)	
			Beginning Pay \$	
			Ending Pay \$	

Employer		Type Of Business	Location (Street Address, City, State, Zip Code)	
Job Title	Reason For Leaving			
Name of Supervisor			Length of Employment <div><input type="checkbox"/> Full Time <input type="checkbox"/> Part Time</div>	
Job Duties			From (Month & Year) To (Month & Year)	
			Beginning Pay \$	
			Ending Pay \$	

May we communicate with your current employer? ☐ YES ☐ NO

Former Employer? ☐ YES ☐ NO

Have you worked for Titan before? ☐ YES ☐ NO

What Years? _____

REFERENCES (List three other than former employers or relatives.)

NAME	ADDRESS	PHONE
NAME	ADDRESS	PHONE
NAME	ADDRESS	PHONE

The essential functions of most jobs at Titan will require that employees lift up to 50 lbs. frequently, bend and stoop frequently, push carts frequently, stand and/or walk long periods of time, some climbing, and work in extreme temperatures. To the extent these functions may be applicable to the position for which you are applying, can you perform all of the above functions or perform all of the above functions with reasonable accommodation? ☐ YES ☐ NO

Answering “NO” to this inquiry is not an automatic bar to employment. Titan Industries is an equal opportunity employer and complies with all facets of the American with Disabilities Act (and any applicable state laws).

Do you have any pending criminal charges against you? ☐ YES ☐ NO

Have you ever been convicted of a crime, regardless of whether it was a felony or misdemeanor? ☐ YES ☐ NO

If you answered yes to either criminal background inquiries above, provide the date and county of the pending charge or conviction, the type of charge or conviction, and an explanation. (A pending charge or prior conviction will not automatically bar you from employment.)

SPECIAL SKILLS
Foreign languages spoken, written or read:
Computer/software packages that you are familiar with and years experience:
Machines/Equipment you can operate:
Describe any other special training or skills, which may benefit Titan:
List trades and professional certifications in which you have recognized proficiency or license:

Prior Military Service ☐ YES ☐ NO
Branch: _____ Years: _____
Rank at Discharge: _____
Were you Honorably Discharged? ☐ YES ☐ NO
If no, explain: _____

BY MY SIGNATURE BELOW, I CERTIFY THAT ALL ANSWERS GIVEN BY ME ARE TRUE, ACCURATE AND COMPLETE. I UNDERSTAND THAT THE FALSIFICATION, MISREPRESENTATION OR OMISSION OF FACTS ON THIS APPLICATION (OR ANY OTHER ACCOMPANYING OR REQUIRED DOCUMENTS) WILL BE CAUSE FOR DENIAL OF EMPLOYMENT OR IMMEDIATE TERMINATION OF EMPLOYMENT, REGARDLESS OF WHEN OR HOW DISCOVERED.

APPLICANT SIGNATURE: _____ Date: _____

TITAN INDUSTRIES, INC.

AGREEMENT RELATING TO INVENTIONS **AND CONFIDENTIAL INFORMATION**

As one of the considerations of my employment by Titan Industries, Inc. or any of its subsidiaries or affiliates (collectively "Titan") and of the further continuation of such employment, I hereby agree as follows:

- (1.) I hereby assign Titan my entire right, title, and interest in all inventions, discoveries, improvements, developments, and ideas, including but not limited to utility, design, or plant patents, invention certificates, statutory invention registrations, copyrights, computer programs, trademarks, trade secrets, mask works, and Plant Variety Protection Act rights, whether or not patentable (collectively "inventions"), hereafter made or conceived by me, solely or jointly with others, during my employment or which are conceived or reduced to practice within one year following my employment with Titan Industries, except any invention which I cannot assign to Titan because of a prior agreement with _____ (name of other party or write "None"), a true copy of which is attached.

This Agreement does not apply to an Invention for which no equipment, supplies, facilities, or trade secrets of Titan are used and which is developed entirely on my own time, unless (a) the Invention relates (i) to the business of Titan, or (ii) to Titan's actual or demonstrably anticipated research and development, or (b) the Invention results from any work performed by me for Titan. I further understand I have the burden of establishing any exception of this Agreement.

- (2.) I agree that in connection with each Invention covered by Section (1):

- (a) I will communicate the fact of the Invention promptly and fully to Titan or its designee and, if requested, make a specific assignment of title there to Titan or its designee;

- (b) I will keep and maintain adequate and current written records thereof at all stages, in the form of notes, sketches, drawings, and reports relating thereto, which records shall be and remain the property of and be available to Titan at all times; and

- (c) I will during and after my employment by Titan, without charge to Titan but at its request and expense, assist Titan and its designees in every proper way to obtain and to cause to be vested in it or them title to each Invention in all countries, by executing all necessary or desirable documents including application for patents and assignments thereof; and otherwise assist Titan at no expense to myself in the prosecution for any Invention or, in any litigation, or other matter.

- (3.) I represent that there are no Inventions conceived by me prior to my employment by Titan which are excluded from this Agreement, except the following:
- (a) Inventions already published or disclosed in patents, applications, statutory invention registrations or invention certificates already filed in the United States or a foreign country;
 - (b) Others: _____
Write "None" or list such excluded Inventions above or on back of this form. (If left blank I represent there are no such Invention.)
- (4.) Except with the prior written permission of Titan, I will not disclose to anyone other than the employees or official representative of Titan, or use in other than Titan's business, any of Titan's Inventions or its confidential information or data either during or after my employment by Titan, unless and until and only to the extent that any such Inventions or confidential information or data become public knowledge and available for public use other wise than by my act or omission. Titan's confidential information or data includes all non-public information in the possession of Titan or which has been received by it from third parties under any obligation of confidentiality. Upon termination of my employment with Titan, I will not take with me, and I will return to Titan, any of its property including but not limited to any confidential information, blueprints, documents, computer programs, customer list, compilations of data, specifications or any other records of any nature belonging to Titan, or any reproduction thereof. I further agree that the obligations of this Section (4) shall also apply equally to Inventions, confidential information, data or property of a third party that provide such to Titan and I agree that such third party is entitled to enforce the provisions of this section (4).
- (5.) I will not disclose to Titan or induce Titan to use, any Inventions or confidential information, or data belonging to others.
- (6.) I acknowledge that I received a copy of this agreement prior to accepting employment with Titan and that this Agreement was an express condition of my employment. I further agree that, with respect to the subject matter herein, this Agreement supersedes as of the date hereof all previous agreements between me and Titan. I acknowledge that the rights reserved to Titan are valuable and that irreparable harm will occur should be a violation of this Agreement. This Agreement may be modified only by a written instrument signed by me and a duly authorized representative of Titan Industries, Inc.
- (7.) This Agreement shall be binding on my heirs, legal representatives and assigns and shall inure to the benefit of any successors or assigns of Titan Industries, Inc.
- (8.) Should any provisions of this Agreement be held unenforceable or in conflict with the law of jurisdiction which is called upon to interpret this Agreement, the validity of the remaining portions shall be unaffected by such holdings.

- (9.) The validity and interpretation of the Agreement shall be determined under the laws of the State of Texas. I consent to the jurisdiction of the courts of the State of Texas in any matter concerning this Agreement.
- (10.) I understand that nothing in this Agreement shall constitute or shall be deemed to constitute a contract of employment, and Titan Industries, Inc. is under no obligation to continue my employment.

Witness

Applicant's Signature

Date

Address

Accepted and Agreed to:
TITAN INDUSTRIES, INC.

By:

Date:

Authorized Signature

TITAN INDUSTRIES, INC.
PRE-EMPLOYMENT STATEMENT

IT IS UNDERSTOOD AND AGREED THAT ANY MISREPRESENTATION BY ME IN THIS APPLICATION WILL BE SUFFICIENT CAUSE FOR CANCELLATION OF THE APPLICATION AND/OR SEPARATION FROM THE COMPANY'S SERVICES. UNLESS INDICATED ELSEWHERE IN THIS APPLICATION, I AUTHORIZE THE COMPANY OR ITS AGENT TO VERIFY ALL OF THE INFORMATION I HAVE PROVIDED IN THIS APPLICATION.

I HEREBY AUTHORIZE ANY PERSONS OR CONCERNS TO FURNISH INFORMATION IN THEIR POSSESSION CONCERNING ANY OF THE INFORMATION I HAVE PROVIDED IN THIS APPLICATION AND RELEASE SUCH PERSONS OR CONCERNS FROM ANY AND ALL LIABILITY ARISING THEREFROM.

I UNDERSTAND AND AGREE AS A TERM AND CONDITION OF EMPLOYMENT THAT NO ASSIGNMENT OF ANY SALARY, WAGES OR OTHER COMPENSATION, OR ANY PART THEREOF, WILL BE BINDING UPON THE COMPANY UNLESS SUCH ASSIGNMENT IS ACCEPTED IN WRITING ON BEHALF OF THE COMPANY BY ITS DULY APPOINTED REPRESENTATIVE.

I ALSO UNDERSTAND AND AGREE THAT IF I AM EMPLOYED BY TITAN, MY EMPLOYMENT AND COMPENSATION CAN BE TERMINATED, WITH OR WITHOUT CAUSE OR REASON AND WITH OR WITHOUT PRIOR NOTICE, AT ANY TIME

AS A CONDITION OF EMPLOYMENT WITH TITAN INDUSTRIES, INC., I UNDERSTAND I MUST:

- SUCCESSFULLY COMPLETE A PRE-EMPLOYMENT DRUG AND ALCOHOL TEST.
- PROVIDE VERIFICATION OF MY IDENTITY AND AUTHORIZE TO WORK IN THE UNITED STATES OF AMERICA.
- SIGN THE COMPANY'S INTELLECTUAL PROPERTY ASSIGNMENT AND CONFIDENTIALITY AGREEMENT.

It is the policy of Titan Industries, Inc. to afford equal opportunity to all employees and applicants for employment without regard to age, race, religion, color, sex, national origin, marital status, sexual orientation, or pregnancy, and to afford equal opportunities to disabled veterans, individuals with a disability, and any and other characteristic protected by federal, state or local law.

I acknowledge that I have read and understand the above statements and hereby grant permission to confirm the information supplied on this application by me.

APPLICANT SIGNATURE: _____ Date: _____

HOW DID YOU LEARN OF OUR JOB OPENINGS? ☐ WEBSITE ☐ WALK-IN ☐ FACEBOOK ☐ OTHER _____