

Employment Application



American Pride – American Quality – American Products

Pride Plumbing
2425 Brighton-Henrietta TL Rd
Rochester, NY 14623
585-271-7150
585-271-7151
www.PridePlumbingofRochester.com
ross@prideplumbingofrochester.com

Applicant's Name (Last, First, Middle Initial): _____

Application Date: _____

Please Read Before Beginning: The information requested on this application will be used to determine your qualifications for employment. All requested information must be provided. Answer completely and accurately.

Do not leave blanks. If a question does not apply or you do not have information, write "N/A" or "Not Applicable."

Once submitted, this document will be kept confidential and remain the property of Pride Plumbing.

Pride Plumbing is committed to a policy of equal employment opportunity. We will not discriminate on the basis of race, creed, color, sex, sexual orientation, age, marital status, national origin, citizenship, ancestry, physical or mental disability, veteran status, or any other legally protected basis.

About PRIDE PLUMBING

Pride Plumbing was started in 2007 by Ross Madonia. The company targets primarily the residential plumbing service market, though some commercial accounts are also serviced.

Pride Plumbing is a leading plumbing service company in the Greater Rochester Region, with an excellent reputation for customer satisfaction and quality on-the-job performance. The company cares about its employees and provides numerous benefits and incentives for good performance.

In return, Pride Plumbing insists that each and every employee cares deeply about the customers and their needs, providing the best quality workmanship in their plumbing service as well as the best customer service. We expect our employees to ensure satisfaction.



Pride Plumbing's office hours are 8:00 a.m. to 4:30 p.m., Monday through Friday. Service personnel may work less than 40 hours some weeks and may also work in excess of 40 hours during periods of high demand and/or to complete a certain job. On call is mandatory on a rotating basis per established schedule. Employees are compensated accordingly.

New hires must provide verification of the right to work in the United States. The company performs background checks on all new hires. New employees work on probation for 90 days.

Benefits

Pride Plumbing offers very competitive pay and benefits. The benefits include:

- Vacation & Holiday paid time off based upon offer letter and the Employee's Handbook
- Sick days and Personal days
- Company-sponsored 401K
- Social Security
- Workman's Compensation Insurance
- Health & Dental Insurance
- Life Insurance
- Long-Term Disability Insurance
- Employee Suggestion Program
- Sign-on bonus (paid over 1st year)
- Field Service Spiffs & Bonus Pay Incentives
- Field Service Vehicle Usage
- Field Service Tool Allowance
- Field Service Uniform Allowance
- Company iPhone and iPad
- Company Training
- External Training

Personal Data

Date _____

First Name _____

Middle Name _____

Last Name _____

Social Security Number _____

Street Address _____

City _____

State _____

Zip _____

May we contact you at your work phone?

Yes No

Are you 18 years old or over?

Yes No

If you are under 18, do you have a work permit?

Yes No

Home Phone _____

Mobile Phone _____

Work Phone _____

Have you worked for us before?

Yes No

If yes, when?

If yes, under what name?

If yes, what position(s) did you hold?

Position Desired

Type of work you are applying for:

Laborer

Apprentice Plumber

Dispatch

Plumber's Assistant

Journeyman Plumber

Customer Service Rep

Sewer/Drain Technician

Master Plumber

Office

Managerial

Type of schedule:

Part-Time

Regular

Full-Time

Temporary

Days

Seasonal (i.e., summer)

Nights

Any

Weekends

Other (describe): _____

Date Available: _____

How did you select Pride Plumbing (Please name any employee, advertisement, etc.)? _____

If you receive a conditional offer of employment, can you provide verification of your identity and legal right to work in the United States?

Yes No

Have you ever been convicted of a felony (Do not identify convictions that have been sealed, expunged, dismissed, pardoned, or otherwise eradicated)?

Yes No

If you are not a U.S. citizen, what is your visa status?

Do you have any physical limitations that may inhibit your ability to perform the tasks required of the position you are applying for?

Yes No

Are you currently on "lay off" status and subject to a recall?

Yes No

If yes, please explain

Education

School Name	Location	Years Attended	Years Completed (Circle)				Diploma Or Degree (Circle)		Major Field of Study
			9	10	11	12	Y	N	
_____	_____	_____	High School				Y	N	_____
_____	_____	_____	Trade School				Y	N	_____
_____	_____	_____	College				Y	N	_____
_____	_____	_____	Grad School				Y	N	_____
_____	_____	_____	Other				Y	N	_____

Post Graduate Training Or Certifications	Date	Description
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Technical/Computer Skills

Office/Software

- Microsoft Publisher
- Microsoft Excel
- Microsoft Access
- Microsoft Word
- Quick Books Pro
- Adobe Photoshop
- Switchboard
- 10-Key
- Bookkeeping
- Load Calculation
- Other: _____

Plumbing

- Drain Cleaning
- Septic/Pumping
- Jetting
- Camera
- Pipefitting
- Gas Wet Heating
- Oil Wet Heating
- Hydronic Controls
- Sprinkler Systems
- HVAC
- Other: _____

Job Skills

- Brazing
- Welding
- Electrical
- Backhoe/Trencher
- Carpentry
- Other: _____

Licenses

- Plumbing Journeyman
- Master Plumber
- HVAC Contractor
- Electrical
- Other: _____

Work History

Employer (Most Recent)		Job Title	Supervisor
Employed From (Mo/Yr)	Employed To (Mo/Yr)	If Still Employed By This Company, May We Contact Your Supervisor? <input type="checkbox"/> Yes <input type="checkbox"/> No	Employer Address
		Telephone Number, Including Area Code	
Starting Pay Rate/Salary	Ending Pay Rate/Salary	Job Duties/Work Performed	

Employer (Next Most Recent)		Job Title	Supervisor
Employed From (Mo/Yr)	Employed To (Mo/Yr)	Employer Address	
		Telephone Number, Including Area Code	
Starting Pay Rate/Salary	Ending Pay Rate/Salary	Job Duties/Work Performed	

Employer (Next Most Recent)		Job Title	Supervisor
Employed From (Mo/Yr)	Employed To (Mo/Yr)	Employer Address	
		Telephone Number, Including Area Code	
Starting Pay Rate/Salary	Ending Pay Rate/Salary	Job Duties/Work Performed	

Employer (Next Most Recent)		Job Title	Supervisor
Employed From (Mo/Yr)	Employed To (Mo/Yr)	Employer Address	
		Telephone Number, Including Area Code	
Starting Pay Rate/Salary	Ending Pay Rate/Salary	Job Duties/Work Performed	

References

Please list the names and contact information of two business or professional references we may contact. Do not list relatives as references. School or volunteer related references may be listed.

1.

Name

Phone Number, Including Area Code

Address

How Acquainted

2.

Name

Phone Number, Including Area Code

Address

How Acquainted

Please list the names and contact information of two personal references, who have known you for at least five years, who we may contact. Do not list relatives. School or volunteer related references may be listed.

1.

Name

Phone Number, Including Area Code

Address

How Acquainted

2.

Name

Phone Number, Including Area Code

Address

How Acquainted

Emergency Contact

Name

Relationship

Address

Phone Number, Including Area Code

City

State

Zip

Driving Information

Only applicants for plumbing/technician positions that require the use of company vehicles should complete the following. Other applicants should skip this section.

Do you have a current driver's license?

Yes No

Has your driver's license ever been suspended for any reason?

Yes No

Do you have personal automobile insurance?

Yes No

Has your personal automobile insurance ever been cancelled?

Yes No

List all moving traffic violations from the past five years.

Work Availability

Do you have any objections to working overtime?

Yes No

Do you have any objections to being on call?

Yes No

If needed, would you be able to work overtime with little notice?

Yes No

Can you work on Saturday?

Yes No

Can you work on Sunday?

Yes No

Supplemental Information

Please describe any additional training, qualifications, or other factors we should be aware of.

How do you feel you can contribute to the Pride Plumbing team?

Why do you want to work at Pride Plumbing?

Applicant's Statement

By signing this application, I agree to the following:

Acknowledge By
Initialing

I declare that the information I have provided in this employment application is complete and truthful to the best of my knowledge. I acknowledge and agree that omitting information or providing false information on this application would be grounds for refusal to hire or termination, if hired.

Acknowledge By
Initialing

I understand that nothing in this employment application, nor anything said to me by any representative of Pride Plumbing during the interview process or afterwards shall constitute a contract of employment or other employment rights.

Acknowledge By
Initialing

I authorize Pride Plumbing to investigate and validate the information provided on this application and give permission to any people or organizations listed on this application to provide Pride Plumbing with any and all information regarding prior employment, education, and other pertinent information they might have, whether personal or otherwise. I release all parties from any liability for damage that might result from the utilization of this information.

Acknowledge By
Initialing

If hired, I authorize Pride Plumbing to provide my employment record and other information surrounding my employment to prospective employers, government agencies, or other parties with an interest that Pride Plumbing at its sole discretion deems appropriate.

Acknowledge By
Initialing

If I am employed by Pride Plumbing, I agree to conform to Pride Plumbing rules, regulations, and policies as described in the employee handbook and other documents. I understand that these rules and regulations may be modified, discarded, or amended by Pride Plumbing, at any time, without prior notice, at the sole discretion of Pride Plumbing management. I agree to conform to any changes in Pride Plumbing rules, regulations, and policies.

Acknowledge By
Initialing

If employed by Pride Plumbing, I acknowledge that my employment is completely "at will." My employment with Pride Plumbing may be terminated with or without cause, at any time, by me or by Pride Plumbing.

Acknowledge By
Initialing

I acknowledge that no representative or employee of Pride Plumbing has the authority to create or enter into an agreement for employment with me for a set time period or assurance of any benefits beyond the terms and conditions described in the employee handbook.

Signature

Date

