

ELLIJAY TELEPHONE COMPANY
APPLICATION FOR EMPLOYMENT
WE ARE AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

APPLICANT'S STATEMENT: I understand that Ellijay Telephone Company (the "Company") is committed to providing equal opportunity in all employment practices, including but not limited to selection, hiring, promotion, transfer, and compensation to all qualified applicants and employees without regard to age, race, color, national origin, sex, pregnancy, childbirth, or related medical condition, religion, handicap or disability, genetic information, citizenship status, service member status, or any other category protected law.

I authorize former and present employers, and professional, work, and personal references listed in this employment application ("Application") or interview process and any other individuals I may name, to give the Company or its designee any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release such parties from all liability for any damages that may result from furnishing same to the Company. I also authorize the Company to provide truthful information concerning my employment (if any) with it to future employers or as may be required, and I agree to hold it harmless for providing such information.

I understand that the Company may, to the extent permitted by applicable law, to require drug and alcohol screening tests of an applicant or an employee either prior to employment or any time during employment and I hereby give my consent to any such tests. I consent to the release of the results of any such tests to the Company or its designees. I release the Company and its designees from any and all liability and damages that may result or arise from any drug test or the provision of information in connection with such a test. Testing, if any, will only occur in accordance with applicable law.

I understand that this Application and any other Company documents are not promises of employment. Should I be employed, I understand that my employment will be on a trial period initially and that I will remain an at-will employee thereafter. I further understand that, if I am employed, I can terminate my employment at any time with or without cause and with or without advance notice and that the Company has a similar right. I understand that no manager, representative, or agent of the Company has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing, except that the Company's Chairman of the Board or CEO/President may do so in writing. In the event of my employment, with the Company, I will comply with all rules and regulations of the Company.

I certify that the information given by me on this Application and during the interview process is and will be true and complete in all respects, and I agree that if the information is found to be false, misleading, or unsatisfactory in any respect (in the Company's judgment) that I will be disqualified from consideration for employment or subject to immediate termination if discovered after I am hired.

I certify that I have received a separate written notification that the Company may obtain "consumer reports" (for example, criminal history, driving records, etc.) on me for use in connection with my Application and, if I am hired, my employment, unless otherwise prohibited by applicable law. I authorize the Company to obtain such reports.

This Application will be considered "active" for a maximum of thirty (30) days. If you wish to be considered for employment after that time, you must reapply.

DO NOT SIGN UNTIL YOU HAVE READ AND UNDERSTAND THESE STATEMENTS.

Date

Applicant's Signature

Save & Email completed application to resume@etcnow.com or bring printed copy to any Ellijay Telephone Company office.

Each inquiry on this application must be fully answered or completed. Otherwise, you will not be considered for employment.

PERSONAL DATA

Last Name	First Name	Middle Name	E-Mail Address
Present Address Street, Apt/Unit City, State, Zip		How long have you lived there: Years _____ Months _____	
Previous Address Street, Apt/Unit City, State, Zip		How long did you live there: Years _____ Months _____	
Telephone Number(s) (Home, Cell, Other)		Are you 18 years of age or older: <input type="checkbox"/> Yes <input type="checkbox"/> No	

CURRENT AND PREVIOUS EMPLOYMENT

Please list the names of your present and previous employers in chronological order with present or last employer listed first. Include part-time, seasonal and all other employment. If self-employed, give company name and supply business references. If you need more space, use a separate sheet of paper.

If you are a resident of Alabama or any other state limiting pay inquiries, please do not complete the pay fields below. Georgia candidates must complete the pay fields.

DO NOT ANSWER "SEE RESUME." FILL OUT THIS FORM COMPLETELY.

Employer 1		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				Were you ever disciplined? If so, for what?
Address		Rate/Salary		
Job Title	Supervisor Name & Title	Starting	Final	Were you ever disciplined? If so, for what?
Reason for Leaving				
Employer 2		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				Were you ever disciplined? If so, for what?
Address		Rate/Salary		
Job Title	Supervisor Name & Title	Starting	Final	Were you ever disciplined? If so, for what?
Reason for Leaving				

Employer 3		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				
Address				
		Rate/Salary		Were you ever disciplined? If so, for what?
Job Title	Supervisor Name & Title	Starting	Final	
Reason for Leaving				
Employer 4		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				
Address				
		Rate/Salary		Were you ever disciplined? If so, for what?
Job Title	Supervisor Name & Title	Starting	Final	
Reason for Leaving				

BACKGROUND INFORMATION

Position Desired (Only list one choice): _____ Minimum Acceptable Pay Rate: _____

Placement Desired: Full-Time Part-Time Temporary When are you available for work? _____

Are you currently working? Yes No If "yes", name of employer: _____

How many days of scheduled work did you miss in the last 24 months, not including vacations, holidays and other approved leave? _____

Please explain fully any gaps in your employment history. Be sure to account for all periods of time including military service and any period of unemployment. _____

List any other names which you may have used and which will be necessary to verify prior to your employment:

If hired, can you provide proof that you are legally entitled to work in the U.S.? Yes No

If not, what steps must be taken for you to begin employment lawfully? _____

If hired, when can you start? _____

Have you ever been terminated or asked to resign from any job? Yes No

If yes, please explain circumstances (use a separate sheet of paper if necessary): _____

May we contact your current employer? Yes No

If no, please explain: _____

Can you perform the essential functions of the job for which you are applying, either with or without reasonable accommodation? Yes No

Are you willing to work overtime, if required? Yes No

Have you ever worked for Ellijay Telephone Company or for a related entity? Yes No

If yes, please give dates, position, location, and reason for leaving: _____

Do you have any friends or relatives working for Ellijay Telephone Company or for a related entity? Yes No

If yes, please give name(s), relationship and location: _____

How were you referred to us? _____

If another employee prompted your application, please give the employee's name and office location:

Do you have any commitments to any other employer which could affect your employment with Ellijay Telephone Company if hired (for example, an employment agreement, a non-competition or non-solicitation agreement, etc.?)

Yes No

If yes, please explain: _____

EDUCATION

Education	Years Completed (Circle)	School Name & Location (City, State)	Describe Course of Study or Major	Describe Specialized Experience, Training, Skills, and Extra-Curricular Activities
High School	9 10 11 12			
College/University	1 2 3 4			
Graduate/Professional	1 2 3 4			
Trade or Correspondence				

OTHER INFORMATION

Briefly describe your qualifications for this position and any special skills or experience you possess which will be of special benefit in the position for which you are applying: _____

List any professional or occupational registration, licensure or certification you currently hold which may be applicable:

Please provide any other information or comments, or describe any other experience that you have which would be relevant to the job for which you are applying:

Please describe both your immediate and long term career goals: _____

CRIMINAL HISTORY

Prior to conducting a background investigation, the Company will provide you with a release form that complies with the Fair Credit Reporting Act and any applicable state law.

Certain locations have laws which limit criminal inquiries or responses. Please carefully review and follow the instructions listed below.

When responding to the questions below, applicants should not disclose any arrests or convictions that were sealed, eradicated, erased, annulled, expunged, discharged, dismissed, impounded, or shielded from disclosure or subject to limited access by court order. Applicants should not disclose any convictions that were resolved through the completion of a diversion or deferral program, youthful offender adjudication, first offender adjudication, or while the applicant was subject to juvenile court law.

Have you ever pled no contest, nolo contendere, guilty to a misdemeanor crime, or otherwise been convicted of a misdemeanor crime in the last 10 years?	<input type="checkbox"/> Yes <input type="checkbox"/> No
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Have you pled no contest, nolo contendere, guilty to a felony crime, or otherwise been convicted of a felony crime in the last 10 years?	<input type="checkbox"/> Yes <input type="checkbox"/> No
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NOTE: Answering “yes” to either of these questions does not constitute an automatic bar to employment. The Company will consider the nature of the crime, its seriousness, the substantial relation to the position’s functions and qualifications, the number of occurrences, the applicant’s age at the time of the crime, the time elapsed since the crime, the applicant’s entire work and educational history, employment references and recommendations, and the business necessity of any exclusion when required by law.

If you answered yes to either of the two preceding questions, please give dates and details for each incident:

DRIVING INFORMATION (Complete only if driving is an essential function of the job for which you are applying).

Do you have a current valid driver's license? Yes No

If yes, License No.: _____ State: _____ Expiration Date: _____

If you do not have a driver's license for the state in which you currently reside, why not? _____

Has your license ever been suspended or revoked? Yes No

If yes, explain: _____

Do you have personal automobile insurance? Yes No

If no, explain: _____

Have you ever been denied personal automobile insurance or has it ever been terminated or suspended?

Yes No

If yes, explain: _____

Have you ever been convicted, pled guilty, or pled nolo to a charge of DWI or DUI? Yes No

Are any such charges currently pending against you? If yes to either question, explain: _____

Please list all moving traffic violations in the last five (5) years:

OFFENSE	DATE	LOCATION	COMMENTS

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