

HAYWARD INDUSTRIES, INC.



## APPLICATION FOR EMPLOYMENT

### **EQUAL EMPLOYMENT OPPORTUNITY**

Hayward Industries, Inc. is committed to ensure equal employment opportunity for both current employees and qualified candidates. As an equal opportunity employer, the company provides employment opportunities to qualified applicants and employees regardless of race, creed, color, national origin, citizenship status, religion, sex, age, pregnancy or childbirth, ancestry, the presence of any sensory, mental or physical handicap or disability, medical condition, genetic information, marital status, domestic partnership status, veteran status, affectional or sexual orientation, gender identity or expression, or any other protected classes pursuant to any local, state or federal laws.

## PERSONAL INFORMATION

PLEASE PRINT CLEARLY

Date

Name

Last

First

Middle

Mailing Address

City

State

Zip Code

Home Phone Number

Mobile Phone Number

Have you ever been employed by Hayward?

What Division?

Dates and Title

Have you ever previously applied for employment with Hayward? When? Where? What Division?

Position in which you are applying?

Desired Salary?

Are you qualified to work in the U.S. for any employer?

If hired, can you show proof of authorization to work in the U.S.?

## EDUCATIONAL BACKGROUND

| Schools and Location (H.S., College, etc.)<br>Start with School Last Attended | List Diploma/<br>Degree Earned or<br>Last Year Completed | Course of Study/Major | Grade Point Average |
|-------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------|---------------------|
|                                                                               |                                                          |                       |                     |
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|                                                                               |                                                          |                       |                     |

## SPECIAL TRAINING OR QUALIFICATIONS

LIST BELOW ALL TRAINING, SKILLS, AND QUALIFICATIONS WHICH ARE RELEVANT TO FUTURE EMPLOYMENT

## EMPLOYMENT HISTORY

PROVIDE INFORMATION FROM YOUR LAST THREE EMPLOYERS

Have you ever been discharged or requested to resign from a position? (Circle one): Yes or No

| Employer Name | Job Title(s) Held | Dates of Employment | Last Salary / Hourly Rate | Manager's Name / Telephone |
|---------------|-------------------|---------------------|---------------------------|----------------------------|
|               |                   |                     |                           |                            |
|               |                   |                     |                           |                            |
|               |                   |                     |                           |                            |

## PROFESSIONAL REFERENCES

LIST TWO PROFESSIONAL REFERENCES AND CONTACT INFORMATION

| Name | Contact Address / Email Address | Contact Telephone Number |
|------|---------------------------------|--------------------------|
|      |                                 |                          |
|      |                                 |                          |

## OTHER INFORMATION

Have you ever served in the U.S. Armed Forces?

Please list any friends or relatives employed by Hayward.

Do you have a valid driver's license?

How did you hear about this position? (circle) Walk-In   Employee Referral   Ad   Internet   Job Fair   Other:

## DECLARATION

I certify that all the information provided in this application is true and correct, and that I have not omitted any relevant facts or information. I understand that if I have misrepresented or omitted any facts of information that I am subject to cancellation of consideration for employment or dismissal from employment.

I authorize Hayward Industries, Inc. or any of its subsidiaries which would include Hayward Industrial Products and Hayward Pool Products, Inc., to investigate all statements, facts, and representations contained in this application for employment and I authorize all of my previous employers to release any and all information concerning my prior employment to Hayward Industries, Inc., including but not limited to dates of employment, positions held, salary, performance evaluations, and reason for leaving their employ.

I authorize anyone identified or referred to in this application to release any and all information that is relevant to the consideration of this application for employment, and I release all previous employers, educational institutions, companies, corporations, state agencies and anyone identified in this application from any claim or liability for providing such information to Hayward Industries, Inc.

**I understand that acceptance of this application is no guarantee of employment. I understand that if employed, my employment will be at-will. This means that both Hayward Industries, Inc., and I have the unrestricted right to terminate the employment relationship with or without cause, at any time. No employee may alter this relationship.**

I agree to submit to a physical examination, at company expense, at a time and place designated by Hayward Industries, Inc., which will include a test for drug abuse. I understand that my employment is contingent upon favorable results of reference/background check, and post-offer employment drug test & physical.

I authorize the use of photocopies of this document for acceptance by all persons and parties as an original.

If employed, I agree to comply with all company rules, policies and procedures including those pertaining to patent/invention matters, conflict of interest, health, safety and security, and non-discrimination/non-harassment/non-retaliation policies.

If employed, I agree that my employment with Hayward Industries, Inc. will not result in my violating any confidentiality or non-compete agreement that I may have with my current employer or any former employer, and I specifically agree that I will not use or disclose to Hayward Industries, Inc. any confidential information belonging to any such employer.

I certify that I have read in full and understand the above statements and conditions of employment.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date