



Name _____ Position _____ Date _____

CONFIDENTIAL EMPLOYEE APPLICATION

Congratulations for wanting to join a great team! You are applying for a position with *Northwest Green Solutions, Inc.* We are best known as *All Natural Pest Elimination*. *NatureLine™* is the naturally-derived products available exclusively to us. You may find us on the web: **NOBUGGY.COM**

ALLOW US TO INTRODUCE OURSELVES

- Privately owned corporation; President, Eric Ritchey
- More than 36,000 customers and growing because of people like you
- Offering Free Inspections and Estimates; Serving most of Oregon
- Licensed, Bonded & Insured
- Good reporting record by the Better Business Bureau (BBB); BBB Accredited
- Good reporting record by Angie's List; AL Members
- Good reporting record by the Construction Contractors Board (CCB)

WHY OUR CUSTOMERS LIKE US

- We specialize in using Naturally-derived, Safer, Less-toxic products
- We offer not just pest control, but complete Home Improvement and Repair
- We embrace Integrated Pest Management (IPM) methods
- All our programs come with written, unlimited treatment warranties

WHY OUR EMPLOYEES LIKE IT HERE

- Highest-paying pest control company in the Northwest
- Family atmosphere with an "open door" policy to management
- Our goal is to make you succeed (we know that makes us all succeed)

We are the innovators of our industry, but our company is only as good as its reputation. Integrity and honesty is very important to us. We do not encourage high-pressure sales tactics. Quality products and services are the only sales "strategy".

Before becoming employed with us, we have you sign a "Non-Competition Confidentiality, and Non-Solicitation Agreement." Because we are on the cutting edge of our industry, we try our best to protect what we do and how we do it. This also protects the jobs and future security of our employees.

We are a drug-free company. We require initial and random drug testing. *All Natural* is an equal opportunity employer.

Any questions? Feel free to ask; below are phone numbers and the email address.

EMPLOYMENT REQUIREMENTS

- Photocopy of valid Drivers License I am initialing here that I can provide _____
- Proof of eligibility to work in U.S. I am initialing here that I can provide _____
- Authorization of Release of Employment History I am initialing here that I will sign _____
- Photocopy of current auto insurance I am initialing here that I can provide _____
- Take a Urine Analysis Drug Test* I am initialing here that I will cooperate _____
 (*All Natural has a strict no-drug policy and does not accommodate marijuana use for medical purposes)
- Smartphone I am initialing here that I own, or will get, one to use for company business _____
 I am initialing here that I am willing to use one if provided by the company _____
- Sign *Non-Competition Confidentiality, and Non-Solicitation Agreement*.....
I understand I will need to sign _____
- Sign form for *Background Check*..... I agree to sign a background check form _____

Inspector Applicants only:

- I have a dependable vehicle I can use for driving to appointments daily _____

I have Questions/Comments on above requirements _____

PERSONAL INFORMATION

Our goal is to find where you may best fit in our company; therefore, we may offer you a position different than the one for which you are applying. If the question is answered by your resume' you may write "R".

Name: _____ Best Phone Number: _____

Alternate Phone Number: _____ SS#: _____

Address: _____ City: _____ Zip: _____

Driver's Lic. #: _____ State: _____ EXP date: _____ Is it valid now? YES/NO

What kind of vehicle(s) do you have? _____

Have you served in the military? ____ If yes, when: _____ Are you currently in the reserves? ____

Are you authorized to work in the Unites States? YES/NO

EXPERIENCE

What kinds of office/construction equipment (depending on position) are you familiar with? _____

Check off the following you have experience in:

() Spraying chemicals, if so are you now licensed? State: _____ Type: _____ Lic #: _____

() Ever passed a state exam for anything? YES/NO What? _____

() Mechanical repairs, what kind? _____

- () Installed sump pumps () Insulation () Vapor barriers () Trapping animals
- () Plumbing, what? _____ () Irrigation lines () Sprinklers
- () Roofing, how many homes? ____ details: _____
- () Electrical, details: _____
- () Heating & Air, details: _____
- () Crawling under homes: _____
- () Structural repairs, details: _____
- _____
- () Drywall, details: _____
- () Window Installation, how many? _____ details: _____
- () Finish work, details: _____
- () Floor Covering, details: _____

SALES EXPERIENCE

List things you have sold: _____

() Have you ever attended a sales seminar or course? YES/NO If yes, Give a brief description of what you learned: _____

How would you rate yourself as a sales person on a scale of 1 to 10: (Ten being highest) _____

Do you like sales? _____ What is your best sales memory? _____

What is your strength in sales? _____

Have you ever Tele-marketed anything before? YES/NO If yes what were your likes or dislikes:

OTHER INFORMATION

What kind of hobbies do you have? _____

What are your personal goals? _____

Have you ever been fired before or lost someone's business? YES/NO If yes, why? _____

What would you have done differently? _____

Tell us a little bit about yourself and what is important to you (optional):

EDUCATION

Highest level of education completed: _____

Have you taken any college courses or other training courses? YES/NO What did you study?

REFERENCES

Name	Address	Relationship	Phone

WORK HISTORY

Please provide at least ten years:

Date: From/To	Company name – City	Duties	Wages

ESSENTIAL FUNCTION AND PHYSICAL JOB REQUIREMENTS

APPOINTMENT SPECIALIST (TELEMARKETER) schedules inspection appointments on the phone with customers and potential customers and enters the information in computer; includes outbound telemarketing with a cell phone or headset. Physical requirements include sitting in the Call Center Office for part or whole work day, following call scripts, computer data entry.

CUSTOMER SERVICE REPRESENTATIVE (SCHEDULER) answers all inbound phone calls, routes calls to proper departments or personnel, schedules treatments for customers, files paperwork. Physical requirements include sitting in the Office for the whole work day, following phone procedure, computer data entry, hard data filing.

INSPECTOR (ESTIMATOR) drives personal vehicle to scheduled appointments and cold-call appointments, performs an inspection around, in, over and under structures, sells services to customers, and completes paperwork. Physical requirements include sitting, standing, walking bending, twisting, crouching, kneeling, crawling, climbing stairs, climbing ladders, reaching above shoulders, use of arms, wrists, hands for grasping and squeezing. Must be able to lift, carry, push, and pull up to 50 pounds. Also required is driving, use of partial-face dust mask, use of a hand-held sprayer, use of power and hand tools, lifting and carrying products in and out of vehicle, walking and crawling on even or uneven surfaces while spraying around, in, over and under structures. Also requires filling out paperwork and computer data retrieval and entry.

TECHNICIAN (LICENSED APPLICATOR) drives company vehicle to scheduled treatments, performs an inspection and treatment around (outside), in (inside and sometimes inside walls), over (roofs and/or attics) and under (sub-areas) structures, and enters computer data regarding use of treatment products. Physical requirements include sitting, standing, walking, bending, twisting, crouching, kneeling, crawling, climbing stairs, climbing ladders, reaching above shoulders, use of arms, wrists, hands for grasping and squeezing. Must be able to lift, carry, push, and pull up to 50 pounds. Also required is driving, use of partial-face respirator (including passing fit-test), use of a truck-mounted sprayer, hand-held sprayer/duster and other equipment, use of power and hand tools, lifting and carrying products in and out of vehicle, walking and crawling on even or uneven surfaces while spraying around, in, over and under structures, and while on a ladder. Also requires filling out paperwork and computer data retrieval & entry.

CONSTRUCTION WORKER performs home improvement and repair tasks ranging from minor to major, from lightly-to-highly skilled, which may include: cleaning, hauling, painting, carpentry, remodeling, etc. Must be able to work outside, inside, and in crawlspaces of structures. Physical requirements include sitting, standing, walking, bending, twisting, crouching, kneeling, crawling, climbing stairs, climbing ladders, reaching above shoulders, use of arms, wrists, hands for grasping and squeezing. Must be able to lift, carry, push, and pull up to 50 pounds. Also required is use of power and hand tools, lifting and carrying on even or uneven surfaces and while on a ladder.

I, the Applicant, can perform the physical requirements of the position(s) for which I am applying; by initialing and signing below all positions for which I can perform:

_____ Call Center Rep _____ Customer Service Rep
 _____ Inspector _____ Technician _____ Construction Worker

Northwest Green Solutions, Inc. complies with applicable state and federal disability laws. If you need an accommodation for a disabling medical condition in order to complete the application process, please notify the General Manager or President of the company. If you are hired and need an accommodation for disabling medical condition to perform the essential functions of the position for which you are hired, please notify the Operations Manager.

Please read the following statements carefully:

Northwest Green Solutions, Inc., in considering my application for employment, may verify the information set forth on this application and obtain additional background information relating to me and my background. I authorize all persons, schools, companies, corporations, credit bureaus, and law enforcement agencies to supply any information concerning me and/or my background.

I understand that Northwest Green Solutions, Inc. has a commitment to maintain a drug-free workplace and requires a drug screening test as a part of its selection and hiring process. I understand that such drug screening will consist of the testing of a urine sample or other medically recognized test designed to detect traceable amounts of a controlled substance in my body. If it is determined my specimen contains a prohibited controlled substance or was altered or substituted, I will be disqualified from consideration for employment and any offer of employment will be withdrawn. I further understand and agree that if I am employed, I may be required to submit to alcohol/drug-testing at anytime during my employment.

I certify that the information on this application is correct and I understand that any misrepresentation or omission of any information will result in my disqualification from consideration for employment or, if employed, my dismissal.

I have read, understand and agree to the above statements.

Print Name _____ Signature _____

Date _____

Northwest Green Solutions, Inc provides equal employment opportunities to all employees, and applicants for employment, without discrimination based on age, color, disability, gender identity or expression, genetic information, marital status, national origin, race, religion, sex, sexual orientation, or veteran's status, or any other status or characteristic protected by law. NWG is an Equal Opportunity Employer.



Applicant Background Check Authorization
(PLEASE PRINT CLEARLY)

Applicant Full Name _____

SSN _____ Birth Date _____

ID/DL # _____ State _____

Current Address _____

City/State/Zip _____

Other US States resided in last 10 years _____

I certify the above information is correct and complete and hereby authorize you to make any inquiries you feel necessary to evaluate my potential employment standing (including, but not limited to, Criminal, DMV, Address, and Credit Check where permitted under applicable law).

I understand that if I am denied employment due to my report, I have the right to obtain, within sixty days, a free copy of my report, and the right to dispute the accuracy or completeness of any information in the report.

Applicant Signature _____ Date _____

THIS SECTION FOR OFFICE USE ONLY

Client: Northwest Green Solutions, Inc. dba: All Natural Pest Elimination

3445 South Pacific Highway, Medford, OR 97501-8807

(541) 772-4321 1-877-662-8449 Fax (541) 535-1080

You are authorized to provide above Client the following records on the above Applicant:

- Criminal Check/Corrections Record Search Address Verification Search
 Department Motor Vehicle Record Search

Manager Name _____ Signature _____ Date _____