

# HERITAGE OF BRIDGEPORT EMPLOYMENT APPLICATION



LAST NAME			FIRST	MIDDLE	TODAY'S DATE mm/dd/yy	
STREET ADDRESS					TELEPHONE NUMBER	
CITY, STATE, ZIP					CELL PHONE	
HAVE YOU EVER APPLIED FOR EMPLOYMENT WITH US OR ANY OTHER VETTER HEALTH SERVICES FACILITY? <input type="checkbox"/> YES <input type="checkbox"/> NO						
IF YES: MONTH AND YEAR <input type="text"/> <input type="text"/>						
IF YES, WHICH FACILITY						
POSITION DESIRED					ARE YOU OVER THE AGE OF 16? <input type="checkbox"/> YES <input type="checkbox"/> NO	
WHERE DID YOU HEAR ABOUT US? NEWSPAPER <input type="checkbox"/> INTERNET <input type="checkbox"/> JOB FAIR <input type="checkbox"/> FRIEND <input type="checkbox"/> OTHER _____					ARE YOU OVER THE AGE OF 18? <input type="checkbox"/> YES <input type="checkbox"/> NO	
ARE YOU AVAILABLE FOR FULL-TIME WORK <input type="checkbox"/> YES <input type="checkbox"/> NO PART-TIME WORK <input type="checkbox"/> YES <input type="checkbox"/> NO					WILL YOU WORK OVERTIME IF ASKED? <input type="checkbox"/> YES <input type="checkbox"/> NO	
CHECK ALL THAT APPLY <input type="checkbox"/> DAYS <input type="checkbox"/> EVENINGS <input type="checkbox"/> NIGHTS <input type="checkbox"/> WEEKENDS <input type="checkbox"/> HOLIDAYS					WHEN WILL YOU BE AVAILABLE TO BEGIN WORK?	
OTHER SPECIAL TRAINING OR SKILLS					ARE YOU ELIGIBLE FOR EMPLOYMENT IN THE UNITED STATES? <input type="checkbox"/> YES <input type="checkbox"/> NO	

EDUCATION					
SCHOOL	NAME AND LOCATION	COURSE OF STUDY	NO. OF YEARS COMPLETED	DID YOU GRADUATE?	DEGREE OR DIPLOMA
HIGH SCHOOL					
COLLEGE					
BUSINESS/ TECHNICAL					
OTHER					
MEMBERSHIP IN PROFESSIONAL OR CIVIC ORGANIZATION THAT WOULD HAVE SOME BEARING ON THE JOB.					

Heritage of Bridgeport is a Tobacco Free Facility

# MILITARY

DID YOU SERVE IN THE US ARMED FORCES?  YES  NO IF YES, WHAT BRANCH? \_\_\_\_\_  
 DESCRIBE ANY TRAINING RECEIVED RELEVANT TO THE POSITION FOR WHICH YOU ARE APPLYING

# EMPLOYMENT HISTORY (please use separate sheet if there is not enough room below)

CURRENT EMPLOYER/COMPANY NAME				TELEPHONE
ADDRESS	CITY	STATE	ZIP	EMPLOYED (MONTH & YEAR) FROM _____ TO _____
NAME OF SUPERVISOR				RATE OF PAY START _____ FINISH _____

STATE JOB TITLE AND DESCRIBE YOUR WORK		MAY WE CONTACT THIS EMPLOYER???		
REASON FOR LEAVING				

PREVIOUS EMPLOYER/COMPANY NAME				TELEPHONE
ADDRESS	CITY	STATE	ZIP	EMPLOYED (MONTH & YEAR) FROM _____ TO _____
NAME OF SUPERVISOR				RATE OF PAY START _____ FINISH _____

STATE JOB TITLE AND DESCRIBE YOUR WORK		REASON FOR LEAVING		
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PREVIOUS EMPLOYER/COMPANY NAME				TELEPHONE
ADDRESS	CITY	STATE	ZIP	EMPLOYED (MONTH & YEAR) FROM _____ TO _____
NAME OF SUPERVISOR				RATE OF PAY START _____ FINISH _____

STATE JOB TITLE AND DESCRIBE YOUR WORK		REASON FOR LEAVING		
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PREVIOUS EMPLOYER/COMPANY NAME				TELEPHONE
ADDRESS	CITY	STATE	ZIP	EMPLOYED (MONTH & YEAR) FROM _____ TO _____
NAME OF SUPERVISOR				RATE OF PAY START _____ FINISH _____

STATE JOB TITLE AND DESCRIBE YOUR WORK		REASON FOR LEAVING		
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PREVIOUS EMPLOYER/COMPANY NAME				TELEPHONE
ADDRESS	CITY	STATE	ZIP	EMPLOYED (MONTH & YEAR) FROM _____ TO _____
NAME OF SUPERVISOR				RATE OF PAY START _____ FINISH _____

STATE JOB TITLE AND DESCRIBE YOUR WORK		REASON FOR LEAVING		
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## PERSONAL REFERENCES (DO NOT INCLUDE FAMILY MEMBERS)

NAME	OCCUPATION	PHONE NUMBER (      )
NAME	OCCUPATION	PHONE NUMBER (      )

HAVE YOU EVER BEEN CONVICTED OF A FELONY OR MISDEMEANOR OTHER THAN A MINOR TRAFFIC TICKET?  
 YES     NO                      IF YES, PLEASE DESCRIBE

*(A criminal conviction is not an absolute bar to employment, but will only be considered in relation to the specific job)*

HAVE YOU EVER BEEN EXCLUDED FROM PARTICIPATION IN ANY STATE OR FEDERAL HEALTH CARE PROGRAMS INCLUDING MEDICAID AND MEDICARE?

YES     NO

CAN YOU PERFORM THE ESSENTIAL FUNCTIONS OF THIS JOB WITH OR WITHOUT REASONABLE ACCOMMODATIONS (I.E. SPECIAL EQUIPMENT, LIGHTING, ETC.)?

YES     NO

## PROFESSIONALLY LICENSED OR CERTIFIED PERSONNEL

PROFESSIONAL LICENSE NUMBER	ARE YOU REGISTERED IN NEBRASKA? <input type="checkbox"/> YES <input type="checkbox"/> NO
IF YOU ARE NOT REGISTERED, HAVE YOU APPLIED FOR RECIPROCIITY? <input type="checkbox"/> YES <input type="checkbox"/> NO	OTHER STATES WHERE YOU ARE REGISTERED?

## PLEASE READ AND SIGN BELOW

I CERTIFY AND AGREE AS FOLLOWS:

That this application will remain active for 30 days. If I would like to be considered for employment after 30 days, I will have to complete a new application.

That evidence of false statements or incomplete information on this application will be considered sufficient cause for immediate discharge if already employed.

That nothing contained in this application or in the interview process is intended to create an employment contract between Heritage of Bridgeport and myself. I understand that I have the right to terminate my employment at any time with or without notice or reason and that Heritage of Bridgeport retains a similar right.

If selected, I will obtain an employment physical, paid for by Heritage of Bridgeport. The physician and cost must have prior approval by Heritage of Bridgeport, and the physician must certify that I am able to work before I actually begin my employment.

If my job requires certification and/or education requirement, I am willing to complete the course and testing in a timely manner.

I understand that Heritage of Bridgeport is an Equal Opportunity Employer. All qualified persons are welcome to submit applications for employment. Applicants will be selected solely on qualification, without regard to race, color, creed, national origin, sex, pregnancy, genetics, disability, age, religion, marital status, or ancestry.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

**SIGNATURE REQUIRED ON NEXT PAGE PLEASE**

# REFERENCE CHECK

I consent to having Heritage of Bridgeport contact anyone that it deems appropriate to investigate or verify any information I have given or to discuss my background, past performance, or suitability for employment. I further consent to being discussed by any person so contacted and I waive all rights to bring any action for defamation, invasion of privacy, or any similar cause against anyone contacted as a result of what he or she may say about me. I also understand that Heritage of Bridgeport will check to determine if there is a history of past abuse of any residents.

I authorize Heritage of Bridgeport to release specific employment information to places where I have filed an employment application, whether during or after my employment at Heritage of Bridgeport.

SIGNATURE \_\_\_\_\_

DATE \_\_\_\_\_

# FOR OFFICE USE ONLY

CERTIFICATION/LICENSE VERIFIED

YES  NO

DATE \_\_\_\_\_

BY \_\_\_\_\_

ABUSE REGISTRY CALLED

YES  NO

DATE \_\_\_\_\_

BY \_\_\_\_\_

NOTES:

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START DATE \_\_\_\_\_ POSITION \_\_\_\_\_ SHIFT \_\_\_\_\_

NOTES:

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## HIRE INCENTIVE AFFIDAVIT

This program is designed to increase employment opportunities for individuals. The program offers federal incentives to employers for hiring targeted individuals. All information provided will be kept confidential and is NOT intended to determine your work eligibility or affect current employment with this company.

EMPLOYER INFORMATION		
Employer Name:	Location Number (If Applicable):	Job Start Date:

### Section 1

EMPLOYEE INFORMATION			
Name:	Social Security Number:		
Address:	City:	State:	Zip Code:

### Section 2

Please answer the following questions as they applied to you at time of hire:

QUESTIONNAIRE	
1. Have you worked less than 40 hours in the last 60 days?	YES <input type="checkbox"/> NO <input type="checkbox"/>

### Section 3

EMPLOYEE DECLARATION STATEMENT	
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_____	_____
Employee Signature	Date

Please return this completed questionnaire to:

## **Heritage Of Bridgeport CRIMINAL BACKGROUND CHECKS**

Heritage Of Bridgeport will do everything possible to protect the quality of life, safety and personal property of our residents and team members. Therefore, we will not knowingly hire anyone who has been convicted of an act that potentially affects their well-being. These acts include, but are not limited to abuse, neglect, violence, the use or distribution of illegal drugs, fraud, misuse of another's property, or theft of property. We will give some consideration for misdemeanor offenses, length of time since the conviction, efforts of rehabilitation and work record. However, we will not hire you if your conviction has a rational relationship to the position for which you are applying.

**We will not consider you for employment unless you sign a release authorizing us to check on any past criminal convictions.** The results of other background checks and reference checks are also used in our decision making process. Thank you for your understanding.

### **MORAL BEHAVIOR AND CRIMINAL BACKGROUND CHECK POLICY**

Heritage Of Bridgeport desires to select and retain team members whose moral behavior demonstrates their ability to respect and preserve the dignity, quality of life, safety and personal property of residents, family members, visitors, and other team members. Federal and State regulations restrict hiring and retention of care givers in long term care facilities who have been convicted of a crime of moral turpitude (corruption, demoralization, perversion, or vileness). Applicants are asked to disclose criminal convictions on the application form. Current team members are required to disclose arrests, convictions, and APS/CPS investigations to the administrator immediately and a failure to do so is cause for termination.

To assure fair and equal treatment for all applicants and team members, the following specific guidelines will be followed.

An applicant will not be hired and a team member will be terminated:

- ◆ If they have **any felony conviction** for assault, battery, theft, perjury, drug use\*\*, possession of drugs or drug distribution.
- ◆ If they have a **misdemeanor conviction** within seven years of the time of employment for assault, battery, theft, perjury, drug use\*\*, possession of drugs, or drug distribution.
- ◆ If they have **any felony or misdemeanor conviction** for theft, without regard to when the conviction occurred, **and** the responsibilities include the handling of the facility's or residents' money.
- ◆ If they have **any felony** conviction for prostitution, solicitation, voyeurism, pornography or indecent exposure.
- ◆ If they have **any felony or misdemeanor conviction** for prostitution, solicitation, voyeurism, pornography or indecent exposure **involving** a child or a vulnerable adult.

**Heritage Of Bridgeport  
Criminal Background Checks  
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- ◆ If they have a ***misdemeanor conviction*** for prostitution, solicitation, voyeurism, pornography or indecent exposure within seven years prior to their hire date ***and*** the crimes did not involve a child or a vulnerable adult.
- ◆ If their responsibilities include handling medications and they have a ***conviction or licensure action*** for any drug related crime ***and*** are not meeting or have not met specific guidelines required by an appropriate authority (Board of Nursing, Department of Health, etc.).
- ◆ If they have an outstanding warrant out for their arrest or if they are in violation of probation or a court order.
- ◆ An applicant or team member ***convicted*** of driving under the influence of alcohol or drugs (DUI)\*\*, or similar conviction, in the past ***seven years*** will not be allowed to drive a facility vehicle or transport residents by motor vehicle. Applicants who are unable to fulfill the requirements of the job due to a conviction will not be hired.

\*\*Applicants and current team members that have been convicted of illegal drug or DUI use ***may be hired or rehired if*** they have been through drug and/or alcohol treatment, are not currently using drugs and/or alcohol, and are willing to submit to random drug and alcohol testing at any time during their employment.

**DEFINITIONS**

Examples of various crimes or behaviors help define the criminal activity and behavior but are not intended to be comprehensive. For purposes of this policy only:

*Assault and/or Battery* includes, but is not limited to, child abuse or neglect, kidnapping, assault and/or battery of a person, spouse abuse, murder or attempted murder, manslaughter, terroristic threats, arson, stalking, harassment, and rape or molesting another person.

*Theft* includes, but is not limited to, burglary, fraud, embezzlement, identity theft, extortion, forgery or extortion/bribery, racketeering, money laundering, tax evasion, robbery, shoplifting and more than one conviction for insufficient funds check.

*Drug distribution* includes, but is not limited to, the unlawful distribution of legal or illegal controlled substances, providing alcoholic beverages to minors, and possession with intent to sell or distribute illegal drugs.

*Drug use* includes, but is not limited to, theft or misappropriation of controlled substances with intent to use or possession of illegal drugs.