



It is the policy of Triumph to provide equal employment opportunities to all qualified persons and employees without regard to race, color, religion, national origin, age, sex, sexual orientation, marital status, gender identity or expression, genetic information, disability, veteran status or other legally protected status. When completing this application, you may exclude information that would disclose or otherwise reference any legally protected status. This application is considered current for sixty (60) days only. At the end of this period, if you are still interested in employment, it will be necessary for you to reapply by completing a new application.

General Information			
DATE APPLIED:		RECRUITMENT ID:	
IF SELECTED, HOW SOON ARE YOU AVAILABLE FOR EMPLOYMENT?		POSITION APPLYING FOR:	
		Immediately <input type="checkbox"/> Other, specify date:	
NAME		PRIMARY PHONE	
(LAST)	(FIRST)	(M.I.)	
ADDRESS		ALTERNATE PHONE#	
CITY	STATE	ZIP	EMAIL ADDRESS:
TYPE OF EMPLOYMENT DESIRED: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Temporary			DESIRED SALARY:
WHAT DAYS ARE YOU NOT AVAILABLE TO WORK?			
ARE YOU WILLING TO WORK WEEKENDS? <input type="checkbox"/> Yes <input type="checkbox"/> No		ARE YOU WILLING TO RELOCATE? <input type="checkbox"/> Yes <input type="checkbox"/> No	
ARE YOU WILLING TO WORK OVERTIME? <input type="checkbox"/> Yes <input type="checkbox"/> No		ARE YOU WILLING TO TRAVEL? <input type="checkbox"/> Yes <input type="checkbox"/> No	
HAVE YOU EVER WORKED FOR TRIUMPH OR ANY OF ITS SUBSIDIARIES?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, please provide dates and location(s):			
DO YOU HAVE A RELATIVE CURRENTLY EMPLOYED BY TRIUMPH?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, please location, name(s), and relationship:			
WERE YOU REFERRED BY AN EMPLOYEE OF TRIUMPH?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, please provide employee name:			
ARE YOU 18 YEARS OF AGE OR OLDER?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
ARE YOU CURRENTLY ELIGIBLE TO WORK IN THE U.S., AND AUTHORIZED TO WORK FOR THIS COMPANY ON AN ONGOING INDEFINITE BASIS?			
<input type="checkbox"/> Yes <input type="checkbox"/> No			
WILL YOU NOW OR IN THE FUTURE REQUIRE SPONSORSHIP BY THIS COMPANY TO ATTAIN OR MAINTAIN YOUR EMPLOYMENT ELIGIBILITY?			
<input type="checkbox"/> Yes <input type="checkbox"/> No			
IF THE JOB REQUIRES DRIVING ON BEHALF OF THE COMPANY, DO YOU HAVE A VALID DRIVER'S LICENCE?			
<input type="checkbox"/> Yes <input type="checkbox"/> No			
If you are currently residing in or applying for jobs in HI; IL; MA; MN; RI; Baltimore, MD; Buffalo, NY; Newark, NJ; Philadelphia, PA; Rochester, NY; San Francisco, CA, or Seattle, WA, or you are applying for a job in NJ, the below question should not be answered with a "yes" or "no" but instead with "I currently reside in or am applying for job positions in HI; IL; MA; MN; RI; Baltimore, MD; Buffalo, NY; Newark, NJ; Philadelphia, PA; Rochester, NY; San Francisco, CA, or Seattle, WA, or am applying for a job in NJ, and therefore am not required to answer the question on this application and for that reason am checking this box."			
In responding to the question below, applicants are not required to disclose the existence of any conviction that has been annulled, erased, sealed, expunged, or otherwise eradicated by state or court order.			
CA applicants: Applicants are not required to disclose misdemeanor convictions involving marijuana or controlled substances as described in CA Labor Code § 432.8 that are more than two years old, and misdemeanor convictions for which probation has been successfully completed or discharged and that have been judicially dismissed.			
CT applicants: Applicants are not required to disclose any conviction that has been erased pursuant to § 46(b)-146, 54-76(o) or 54-142(a) of the CT General Statute. Criminal records subject to erasure are records pertaining to a finding of delinquency or that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge for which the person has been found not guilty, or a conviction for which the person received an absolute pardon. Any person whose criminal records have been erased shall be deemed to have never been arrested within the meaning of the general statutes with respect to the proceedings so erased and may so swear under oath.			
GA applicants: Applicants may exclude convictions discharged under Georgia's First Offender Programs.			
MA applicants: Under Massachusetts law, an employer is prohibited from making written, pre-employment inquiries of an applicant about his or her criminal history.			
Massachusetts applicants should not respond to any question seeking criminal record information. After the application stage, applicants may omit from disclosing a first conviction for drunkenness, simple assault, speeding, affray, minor traffic violations, or disturbances of the peace. Applicants are also only required to disclose misdemeanor convictions occurring within five (5) years preceding the date of this application.			
NV applicants: Applicants are not required to disclose misdemeanor convictions older than 10 years.			
NY applicants: Applicants for job positions may exclude an adjudication as a youthful offender.			
OH applicants: Applicants with a conviction for a minor misdemeanor violation involving marijuana does not constitute a criminal record and does not need to be reported by the person so convicted in responding to the questions on this application.			
WA applicants: Applicants are not required to disclose felony or misdemeanor convictions older than 10 years.			
A criminal conviction is not an automatic or absolute bar to employment, and while convictions will be considered based on the time and nature of the offense and as related to jobs applied for, applicants should answer the following question.			
An applicant that resides in or is applying for positions in the states/cities that prohibit employers from asking the criminal question on the application will not be adversely impacted by checking the third box below in response to the criminal background question.			
Have you ever been convicted of a crime? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> I currently reside in or am applying for a job in HI; IL; MA; MN; RI; Baltimore, MD; Buffalo, NY; Newark, NJ; Philadelphia, PA; Rochester, NY; San Francisco, CA or Seattle, WA, or am applying for a job in NJ and therefore am not required to answer the question on this application and for that reason am checking this box.			

Date: _____ Offense: _____ Description: _____
 Date: _____ Offense: _____ Description: _____
(This company will not deny employment to any applicant automatically because the person has been convicted of a crime. The company however, may consider the nature, date and circumstances of the offense as well as whether the offense is relevant to the duties of the position applied for.)

HAVE YOU EVER BEEN KNOWN BY ANY OTHER NAME(S) WHICH WE WILL NEED TO VERIFY INFORMATION CONTAINED IN THIS APPLICATION? Yes No

If yes, please list: _____

CAN YOU WITH OR WITHOUT ACCOMMODATION, PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB FOR WHICH YOU ARE APPLYING? Yes No

ARE YOU CURRENTLY SUBJECT TO A NON-COMPETE OR EMPLOYMENT AGREEMENT WITH ANOTHER EMPLOYER? Yes No

Education & Skills

SCHOOL	NAME AND LOCATION (city, state)	DEGREE/COURSE OF STUDY	# OF YEARS ATTENDED	GRADUATED
High School				<input type="checkbox"/> Yes <input type="checkbox"/> No
College/University				<input type="checkbox"/> Yes <input type="checkbox"/> No
Other: (Tech, Trade, Military)				<input type="checkbox"/> Yes <input type="checkbox"/> No

List all applicable current licenses and/or areas of certification: _____

List all equipment (office, trade, or laboratory) that you operate proficiently: _____

List any training, skills, aptitudes, and qualifications that you feel are relevant to the type of employment you are seeking: _____

Employment History

Complete even if you have a resume attached. List all previous employment beginning with your most current or most recent employment first. Include military experience and relevant volunteer experience.

May we contact your present employer? Yes No If you are a final candidate any previous employer may be contacted for references.

COMPANY NAME:	TELEPHONE #
ADDRESS:	EMPLOYED (month and year): TO: _____ FROM: _____
IMMEDIATE SUPERVISOR AND TITLE:	REASON FOR LEAVING: RATE OF PAY: START: _____ ENDING: _____
JOB TITLE:	
COMPANY NAME:	TELEPHONE #
ADDRESS:	EMPLOYED (month and year): TO: _____ FROM: _____
IMMEDIATE SUPERVISOR AND TITLE:	REASON FOR LEAVING: RATE OF PAY: START: _____ ENDING: _____
JOB TITLE:	
COMPANY NAME:	TELEPHONE #
ADDRESS:	EMPLOYED (month and year): TO: _____ FROM: _____
IMMEDIATE SUPERVISOR AND TITLE:	REASON FOR LEAVING: RATE OF PAY: START: _____ ENDING: _____
JOB TITLE:	
COMPANY NAME:	TELEPHONE #
ADDRESS:	EMPLOYED (month and year): TO: _____ FROM: _____
IMMEDIATE SUPERVISOR AND TITLE:	REASON FOR LEAVING: RATE OF PAY: START: _____ ENDING: _____
JOB TITLE:	

Please explain any gaps in employment:

PROFESSIONAL REFERENCES (Please include Direct Managers, Direct Reports and Peers)

NAME:	RELATIONSHIP:	EMAIL:
COMPANY:	TITLE:	TELEPHONE #
NAME:	RELATIONSHIP:	EMAIL:
COMPANY:	TITLE:	TELEPHONE #
NAME:	RELATIONSHIP:	EMAIL:
COMPANY:	TITLE:	TELEPHONE #

Notice to Applicants – Please Read Carefully, Sign and Date

1. I certify that I have made true, correct, and complete answers and statements on my employment application, any supplements to it and in any interview in the knowledge that they will be relied upon in considering my application for employment. I understand that any false or misleading information or omission will disqualify me from further consideration for employment, and may lead to my dismissal from employment, if discovered at a later date.
2. I understand that in addition to this application, the employment process may include any or all of the following procedures: testing – aptitude, personality and/or skill, multiple interviews, thorough background checks, drug screening test, post-offer pre-employment physical.
3. I understand that the Company will investigate statements contained in this application, any supplements to it and in any interview in the knowledge that they will be relied upon in considering my application for employment. I promise I will not bring any legal claims or actions against my current or former employers due to their responses to any job reference request.
4. I authorize without reservation, any party or agency contacted by Triumph or its authorized agent to furnish any applicable information related to this application of employment.
5. I understand that any offer of employment made to me by Triumph whether accepted or not, is contingent upon Triumph's investigation of this application, including the results of reference checks and investigative consumer reports.
6. I understand that I will also be asked to provide original documentation establishing that I am legally authorized to work in the United States as required under the Immigration Reform and Control Act of 1986.
7. If selected for employment, I will comply with Triumph's Code of Business Conduct and all Company policies (safety, work, attendance etc.).
8. I understand that the completion of this application is not to be construed as an express or implied contract of employment or guarantee leading to employment. I further understand that the completion of an application with Triumph is a preliminary step to employment. It does not obligate Triumph to offer employment to me or for me to accept employment with Triumph. Furthermore, I acknowledge that Triumph follows an employment-at-will policy such that employees' or Triumph may terminate employment at any time for any reason. I understand that no Triumph employee, supervisor or manager has the authority to offer or promise anything other than at-will employment.
9. I understand that all applicants for employment are judged solely on the basis of qualification and ability without regard to age, sex, race, national origin, religion, sexual orientation, marital status, gender identity or expression, genetic information, disability, veteran status or other classification(s) protected by law.
10. **FOR MARYLAND APPLICANTS: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.**
11. **FOR MASSACHUSETTS APPLICANTS: IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY.**
12. **FOR MONTANA APPLICANTS: THE EMPLOYMENT RELATIONSHIP IS GOVERNED BY THE WRONGFUL DISCHARGE FROM EMPLOYMENT ACT. Mont. Code Ann. § 39-2-901.**
13. **FOR RHODE ISLAND APPLICANTS: IF YOU PROVIDE FALSE INFORMATION ABOUT YOUR ABILITY TO PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB, WITH OR WITHOUT ACCOMMODATIONS, YOU MAY BE BARRED FROM FILING A CLAIM UNDER the provisions of the Workers' Compensation Act of the State of Rhode Island.**
14. By my electronic signature, (typed name), I acknowledge having read and understood the above statements. I agree to immediately notify Triumph if I should be convicted of a felony, or any crime involving dishonesty or a breach of trust while my job application is pending, or during my period of employment, if hired. I also understand that I have the right to receive a copy of this acknowledgement should I request a copy.

SIGNATURE

(type name)

DATE:

November 2014