

**RENOIR STAFFING LLC - APPLICANT INFORMATION**

LAST NAME		FIRST NAME		MI	
ADDRESS				APT	
CITY, STATE, ZIP					
CELL PHONE		HOME PHONE			
EMAIL ADDRESS					

Have you been employed by Renoir in the past? YES NO Are you at least 18 years of age? YES NO

How did you hear of Renoir?

**EMERGENCY NOTIFICATION**

FULL NAME		PHONE			
RELATIONSHIP					

**RELEVANT WORK HISTORY – PLEASE LIST YOUR MOST RECENT EMPLOYMENT FIRST**

COMPANY					
POSITION HELD					
START DATE		END DATE			
REASON FOR LEAVING					
SUPERVISOR NAME		PHONE			
Can we contact?	YES	NO	Contact Name:		Phone:

COMPANY					
POSITION HELD					
START DATE		END DATE			
REASON FOR LEAVING					
SUPERVISOR NAME		PHONE			
Can we contact?	YES	NO	Contact Name:		Phone:

COMPANY					
POSITION HELD					
START DATE		END DATE			
REASON FOR LEAVING					
SUPERVISOR NAME		PHONE			
Can we contact?	YES	NO	Contact Name:		Phone:

**ACKNOWLEDGEMENT FORM – ALL INFORMATION HELD STRICTLY CONFIDENTIAL**

I authorize investigation of all statements contained in this application. I understand that misrepresentation or omission of facts called for is cause for disqualification.

I hereby authorize Renoir Staffing LLC (“Renoir”) to investigate my credentials, including but not limited to my employment record, personal references, and any other relative information requested by a prospective employer. I also understand that I have the right to request the source and nature of any reference if employment is denied based on the information contained therein. With this understanding, I release Renoir, its client and its sources, from all liability resulting from such an investigation.

**Consent to Contact Past Employers**

I give permission to Renoir to contact all past employers (except those specifically excluded) for references. I further give permission to all current or previous employers and/or managers or supervisors to discuss my relevant personal and employment history with Renoir, consent to the release of such information orally or in writing, and hereby release them from all liability and agree not to sue them for defamation or other claims based upon any statements they make to any representative of Renoir. I further waive all rights I may have under state law to receive a copy of any written statement provided by any of my former employers to Renoir. I further agree to indemnify all past employers for any liability they may incur because of their reliance upon this release.

**Consent to Contract Government Agencies**

I give permission to any agent, attorney or representative of Renoir to receive a copy of any information obtained in the file of any federal, state or local court, government agency, law enforcement agency or investigator concerning or relating to me. I further consent to the release of such information and waive any right under state law concerning notification of the request for a release of such information. In the event a state law does not provide for prospective employers to have access to information, I hereby delegate Renoir as my agent for receipt of information. I understand that the scope of this investigation will be limited to criminal and/or civil records that relate to my honesty, integrity and/or abilities.

**Cooperation with Investigation**

I agree to fully cooperate in Renoir’s background investigation, and to sign any waiver or releases that may be necessary to obtain access to relevant information in the event that any former employer or federal, state or local governmental agency will not release reference information to the extent permitted by law.

**Falsification Statement**

I understand that any falsification or willful omission of facts made in this application or in connection with any background investigation may be sufficient grounds for rejection of this application—or if discovered after an offer of employment, for immediate dismissal.

**Employment “At Will”**

In consideration of my employment, I agree to conform to the rules and regulations of Renoir. I understand that my employment is “at will” in that it can be terminated with or without cause, and with or without notices, at any time, at the option of either Renoir, or myself. I understand that no manager or representative of Renoir, other than the president of Renoir, has authority to enter into any agreement for employment for any specified period of time be relied upon by me if they are in writing and signed by the president of Renoir.

Signature page to follow.

**ACKNOWLEDGEMENT FORM CONTINUED – ALL INFORMATION HELD STRICTLY CONFIDENTIAL**

I certify that all the statements made by me on this application for employment are true, correct, and complete to the best of my knowledge.

I understand Renoir does not guarantee either employment or for employment to continue for any definite period of time. If termination occurs shortly after a starting position, it is incumbent upon the applicant to notify Renoir immediately. All positions are employer paid and confidential.

I further agree to report to Renoir immediately upon completion of each interview arranged for me by the agency. All arranged interviews are confidential by both agency and applicant. As an applicant, I agree not to refer any other candidates directly to the referred client.

I understand that Renoir will manage my payroll, benefits administration and other areas. Since Renoir is a tribally owned staffing company, it is a sovereign entity, which means that not all state and federal laws regarding employment are necessarily applicable. I am under no obligation to accept employment on these or any other terms, and I am free to further investigate my rights, and any applicable laws, at my own expense and on my own time. I understand, however, that recognition and acceptance of the sovereign status of Renoir Staffing, LLC is essential to my employment and no services may be performed, and no wages paid, unless and until I have indicated my understanding of an agreement to the foregoing matters by signing below.

I understand Renoir is a drug and alcohol-free workplace. Employees may be required to submit to a drug/alcohol screening whenever there is a reasonable suspicion that they be under the influence at work or involved in a work-related injury or accident.

I understand Renoir is a tribally owned staffing company established under the laws of the Blue Lake Rancheria Tribe (“Tribe”), a federally recognized Native American tribe. Renoir is governed and managed according to applicable tribal policies, procedures and laws of the Tribe. I consent to the exclusive jurisdiction of the Tribe’s Dispute Resolution Process (DPR) and the Tribal Court for any and all disputes in connection with my employment with the Tribe. I also consent to the application of the Tribe’s law, both substantive and procedural, regarding any and all proceedings, and all matters relating to my employment relationship with the Tribe.

SIGNATURE	DATE
-----------	------

**EEO DATA**

We are subject to certain government recordkeeping and reporting requirements for the administration of civil rights laws and regulations. To comply with these laws, we invite you to voluntarily self-identify your race or ethnicity and gender. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable laws, executive orders and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

<b>Gender</b>	Decline to Identify	<b>Ethnicity</b>	Decline to Identify
	Male		White (Not Hispanic or Latino)
	Female		Hispanic or Latino
			Black or African American (Not Hispanic or Latino)
			Native Hawaiian or Pacific Islander
			Asian
			Native American or Alaska Native
			Two or More Races (Not Hispanic or Latino)