

EMPLOYMENT

Please give an accurate and complete employment record including part-time, volunteer, seasonal, temporary, self-employment, military experience, etc. Explain any gaps in employment. Prior employment information may be verified. If you would like to include additional information, please attach a resume.

1	Name of most recent/current employer	Full Time <input type="checkbox"/>	Part Time <input type="checkbox"/>	Starting Date	Ending Date	
	Address	City	State	Zip Code	Starting Salary	Ending Salary
	Name and Title of Immediate Supervisor				Supervisor Telephone ()	
	List Job Title(s) and Describe the Responsibilities of Your Position(s) _____ _____					
	Reason(s) for Leaving _____					
May we contact your current employer(s)? Yes _____ No _____ If your answer is "no", please explain _____ _____						
2	Name of employer	Full Time <input type="checkbox"/>	Part Time <input type="checkbox"/>	Starting Date	Ending Date	
	Address	City	State	Zip Code	Starting Salary	Ending Salary
	Name and Title of Immediate Supervisor				Supervisor Telephone ()	
	List Job Title(s) and Describe the Responsibilities of Your Position(s) _____ _____					
	Reason(s) for Leaving _____					
3	Name of employer	Full Time <input type="checkbox"/>	Part Time <input type="checkbox"/>	Starting Date	Ending Date	
	Address	City	State	Zip Code	Starting Salary	Ending Salary
	Name and Title of Immediate Supervisor				Supervisor Telephone ()	
	List Job Title(s) and Describe the Responsibilities of Your Position(s) _____ _____					
	Reason(s) for Leaving _____					
4	Name of employer	Full Time <input type="checkbox"/>	Part Time <input type="checkbox"/>	Starting Date	Ending Date	
	Address	City	State	Zip Code	Starting Salary	Ending Salary
	Name and Title of Immediate Supervisor				Supervisor Telephone ()	
	List Job Title(s) and Describe the Responsibilities of Your Position(s) _____ _____					
	Reason(s) for Leaving _____					

EDUCATION

Educational Institution	Name Address City Telephone ()	State	Zip Code	Dates		Number of Years Completed	Course of Study, Major / Minor, or Type of Degree	Degree or Diploma Received
				From	To			
High School Or GED								<input type="checkbox"/> Yes <input type="checkbox"/> No
Technical/ Vocational								<input type="checkbox"/> Yes <input type="checkbox"/> No
College/ University								<input type="checkbox"/> Yes <input type="checkbox"/> No
Graduate/ Post Graduate Program								<input type="checkbox"/> Yes <input type="checkbox"/> No
Other (e.g., military)								<input type="checkbox"/> Yes <input type="checkbox"/> No
Certifications				Date Received				<input type="checkbox"/> Yes <input type="checkbox"/> No

SKILLS / TRAINING

List other skills or training (computers, foreign languages, hardware/software, machine operation, office equipment, shorthand (w.p.m.), typing speed, (w.p.m.) etc.) relevant to the position for which you are applying.

BUSINESS – RELATED REFERENCES

List two responsible adult business-related references, excluding relatives, who have knowledge of your work ethics, experience, and ability. (References may or may not be contacted).

Name	Name
Title	Title
Business Relationship to Applicant	Business Relationship to Applicant
Street Address City, State, Zip Code	Street Address City, State, Zip Code
Home Phone	Home Phone
Business Phone	Business Phone

State name(s) and relationship(s) of all relatives working for us and their department(s).

Name _____	Relationship _____	Dept./Location _____
Name _____	Relationship _____	Dept./Location _____
Name _____	Relationship _____	Dept./Location _____

APPLICANT DATA RECORD

Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. is an equal opportunity/affirmative action employer. We do not discriminate in employment on the basis of race, color, religion, gender, national origin, age, disability, Vietnam Era veteran or special disabled veteran status, sexual orientation, or any other protected status as provided by law. In order to comply with government record keeping, reporting and other legal requirements, we request that you complete this Applicant Data Record, which will be maintained in a confidential file. *You are not required to complete this form in order to be considered for employment.* Your participation is voluntary; completion of or failure to complete the Applicant Data Record will not subject you to any adverse treatment.

Last Name	First	Middle	Date of Application
Street Address			Social Security #
City, State, Zip Code			Specific Position Applied For

How did you learn about us?

- Advertisement (Specify) _____
- On-line/Internet Source (Specify) _____
- Employment Agency/Search Firm (Specify) _____
- Walk-In Current/Former Employee Friend/Relative Educational Institution
- Other (Specify) _____

Check one:

- Male Female

Check one of the following Race or Ethnic Groups:

- White
- Black or African American
- Hispanic or Latino
- Asian
- American Indian or Alaskan Native
- Native Hawaiian or Other Pacific Islander: All persons having origins in the Far East, Southeast Asia, the Indian Subcontinent (India, Pakistan, Bangladesh, Sri Lanka, Nepal, Sikkim, and Bhutan) or the Pacific Islands (China, Japan, Korea, the Philippine Islands, and Samoa).
- Two or more races

Received Date _____	Initials _____
Entered Date _____	Initials _____

CERTIFICATION, DISCLOSURE, AND AUTHORIZATION FOR RELEASE OF PERSONAL DATA

(To ensure your application will be considered for employment, you must read and sign in the appropriate areas noted below. Read carefully before signing.)

The Fair Credit Reporting Act as amended requires that we advise you that a routine inquiry may be made into your background. A consumer reporting agency may be engaged to verify the information on your application such as your employment history, education and whether you have any criminal convictions. Before an adverse employment decision is made based on the information we obtain, we will provide you with a copy of the report and a summary of your consumer rights under the Fair Credit Reporting Act. In the event we deny you an employment opportunity based on the information we obtained from the credit reporting agency, you can dispute the accuracy and completeness of the credit report with the credit agency. You will have total of 60 days to request a copy of the report and to dispute any erroneous information. You are advised that the consumer reporting agency will not render any opinion regarding any employment decision and cannot answer any questions regarding the Company's decision regarding your employment.

I fully understand that in the event I am offered a position with Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc., my employment will not be for any specific term or period. I understand that I can elect to end my employment at any time, for any reason or no reason, with or without notice. Furthermore, Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. can elect to end my employment at any time, for any reason or no reason, with or without notice. I understand that my relationship with Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. is not contractual and that the employment is an "at will" relationship and will be interpreted in accordance with applicable state law.

I acknowledge and understand that any employment offer I may receive is contingent upon my satisfactorily completing all of the following:

- Furnishing proof of employment eligibility
- Negative results of a pre-employment drug screen
- Positive results and verification of all relevant background information
- Signing the Confidentiality Agreement
- Satisfying Company medical standards (specified job classifications)

I authorize my current employer, past employers, references, supervisors, educational institutions, law enforcement agencies, named or referred in this application or referenced in my resume or any other documents I may submit in support of application or quest for an employment opportunity with Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. or any one of its subsidiaries to provide Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. with information to assist the Company in making a decision whether or not to extend an employment opportunity to me. I recognize that in the event I am offered employment with Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. and subsequently seek other employment opportunities with the Company, or because of the business needs of Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. , I may be subjected to another inquiry into my background as noted above. This authorization shall likewise be applicable in that instance, and it shall remain in effect for a period of six (6) months following the execution date noted below or until my employment with Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. is terminated, which ever is the later occurrence.

I recognize that Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. is a highly competitive and multifaceted corporation. I further understand and recognize the need for Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. to verify the information I have provided in support of my efforts to obtain an employment opportunity with the Company. I recognize the Company's obligation to its employees, clients and business associates to take reasonable steps to determine whether I have demonstrated propensities that could cause harm to its business, reputation, clients or employees. Therefore, I hereby release Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc., my former and current employers, my former and/or current educational institutions and any individual or organization providing any reference or information, from any liability, damages, causes of action, complaints or charges concerning the provision of information or opinions relating to my employment. This release shall extend to any third party vendor Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. may use to verify the data contained on my employment application and other supportive documents.

I certify that I have a sincere and legitimate interest in the position for which I am seeking an interview. I certify that I am a genuine applicant for employment with Nutra-Flo, Inc / Kay Dee, Inc. / Optic, Inc. / Nulex, Inc. I certify that if offered a position there are no restrictions or impediments that would prevent me from accepting employment. Furthermore, I affirm that the information provided on this application, resume and accompanying documents is true and correct to the best of my knowledge. I acknowledge and agree that any false, misleading, misrepresented information, any misinformation or significant omissions may disqualify me from consideration for employment and if discovered after I am hired may be justification for my dismissal.

Applicant's Signature _____ Date _____

I consent to, authorize, acknowledge, and understand the foregoing paragraphs.
(A fax or photocopy of this certification is as effective as the original).

OFFICE USE ONLY

	Date	Initials	
Received	_____	_____	
Interviewed	_____	_____	
Communication Sent	_____	_____	Type # _____