



Noble Air

5801 E Main Street ♦ Mesa, AZ 85205 ♦ ROC# 224854

Application for Employment

- All information obtained within this application will be held in strict confidence, subject to applicable law.
- Please complete all applicable sections and sign the last page.
- Please print clearly.
- International travel may be required for certain positions and valid passport may be required upon hire.

The Company prides itself on being an Equal Opportunity Employer. We will not discriminate in employment because of sex, age, race, physical disability, religion, ethnicity, mental disability, marital status, ancestry, or place of origin.

1

Date:

Name:

Telephone: ()

Address:

Postal Code:

Are you legally entitled to work in the USA?

Position(s) applied for:

Proof will be required upon hire

Date you are available for employment:

Wage or salary desired:

Have you ever worked for us before?

If yes, when and where?

2

EDUCATIONAL BACKGROUND

Noble Air LLC has a company policy stating a minimum educational level of Grade 12 or equivalent for all positions.

EDUCATIONAL BACKGROUND – relevant to the position applied for

Highest level of education completed:

Name of educational institute:

What machines or equipment have you operated which relate to the position you have applied for?

Are there any skills, experience, of other qualifications which you feel would assist you in performing the duties of the position you have applied for?

3a**List below your last three employers, starting with the most recent.**

Employer's Name: Start Date: End Date:

Reason for Departure:

Supervisor's Name: Telephone: ()

Position(s) Held:

Duties:

May we contact this employer? (If not, state brief reason):

3b

Employer's Name: Start Date: End Date:

Reason for Departure:

Supervisor's Name: Telephone: ()

Position(s) Held:

Duties:

May we contact this employer? (If not, state brief reason):

3c

Employer's Name: Start Date: End Date:

Reason for Departure:

Supervisor's Name: Telephone: ()

Position(s) Held:

Duties:

May we contact this employer? (If not, state brief reason):

4**If you are applying for a position that requires driving, please complete this section:**

Do you have a valid driver's license? License #: State:

Note: If you are selected for an interview, you are required to present a copy of your driving record that is not more than 4 weeks old. After being hired, a copy of this driving record will be placed into your personnel file and an annual update will be required.

False information given or implied on an application form is grounds for immediate dismissal without further notice.

I hereby state that all information provided is accurate and may be verified by you. I agree that I may be discharged if Noble Air LLC at any time learns of falsification or material omission in the information provided on this application form and related documents. Noble Air LLC may contact my former employers in connection with the consideration of my employment. All references are hereby authorized to release all information which they may have relevant to my employment with them. I hereby release Noble Air LLC, its affiliates, successors, and assigns, and all references from any liability that might be claimed because of information provided by such references.

I agree that I will follow all Company policies, rules, procedures, and all other directions pertaining to my employment. I understand that Noble Air LLC reserves the right to add, change, and/or delete any policies, procedures, work rules, and/or benefits at any time.

Applicant Signature: _____

Date: _____

NO CONSIDERATION OF EMPLOYMENT WILL BE GIVEN TO ANY APPLICANT WHO DOES NOT SIGN THE ABOVE STATEMENT.

Note: Additional personal information will be required to complete benefit forms after being hired.

Thank you for showing an interest in pursuing a career with Noble Air LLC!

Background Check Disclosure and Authorization

Disclosure

In the interest of maintaining the safety and security of our customers and employees, NOBLE AIR LLC ("the Company") will procure a consumer report and/or investigative consumer report ("background check report") on you in connection with your employment application, and if you are hired, may procure additional background check reports on you for employment purposes. A consumer reporting agency will prepare the report.

The background check report will contain information bearing on your character, general reputation, personal characteristics, mode of living and credit standing. The types of information that may be obtained include but are not limited to: social security number verification; criminal, public, educational and, as appropriate, driving records checks; verification of prior employment; references checks; credit reports; licensing and certification checks; and drug testing results. The information will be obtained from private and public record sources, including, as appropriate, personal interviews with your associates, friends and neighbors.

You may request more information about the nature and scope of any background check reports by contacting: May Jewell at (480)659-6497. A summary of your rights under the Fair Credit Reporting Act is also being provided to you with this form.

Authorization

After carefully reading this Background Check Disclosure and Authorization form, I authorize the Company to procure a background check report on me that is prepared by a consumer reporting agency. I understand that, if I am hired, the Company may rely on this authorization to procure additional background check reports during and throughout my employment without asking for my authorization again.

I also authorize the following entities to disclose to the consumer reporting agency and its agents all information about or concerning me, including, but not limited to: my past or present employers; learning institutions, including colleges and universities; law enforcement and all other federal, state and local agencies; federal, state and local courts; the military; credit bureaus; testing facilities; motor vehicle records agencies; all other private and public sector repositories of information; and, any other person, organization or agency with any information about or concerning me. The information that can be disclosed to the consumer reporting agency and its agents includes, but is not limited to, information concerning my employment history, earnings history, education, credit history, motor vehicle history, criminal history, drug test results, military service, professional credentials, and all other information requested by the consumer reporting agency or its agents.

I promise the information I provided on this form is true and correct. I understand that dishonesty will disqualify me from consideration for employment with the Company, or if I am hired, that I may be fired.

I agree that a facsimile or photocopy of this form may be used in lieu of the original.

Last Name _____ First _____ Middle _____

Present Address: _____

City/State/Zip: _____

Social Security Number: _____ - _____ - _____ Driver's License Number: _____

Date of Birth: _____ (mm/dd/yyyy)

Signature

Date

A Summary of Your Rights under the Fair Credit Reporting Act

Para informacion en español, visite www.ftc.gov/credit o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave., N.W., Washington, DC 20580

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records).

Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.ftc.gov/credit or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, DC 20580.**

- ☐ **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- ☐ **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - ☐ a person has taken adverse action against you because of information in your credit report;
 - ☐ you are the victim of identity theft and place a fraud alert in your file;
 - ☐ your file contains inaccurate information as a result of fraud;
 - ☐ you are on public assistance;
 - ☐ you are unemployed but expect to apply for employment within 60 days.

In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.ftc.gov/credit for additional information.

- ☐ **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- ☐ **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.ftc.gov/credit for an explanation of dispute procedures.
- ☐ **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer agency may continue to report information it has verified as accurate.

- ☐ **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- ☐ **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- ☐ **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. For more information, go to www.ftc.gov/credit.
- ☐ **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-567-8688.
- ☐ **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- ☐ **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.ftc.gov/credit.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are: enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:

Worker/Employee Characteristics

ORANGE

Never 0	Seldom 1	Sometimes 2	Often 3	Most of the Time 4	Always 5
1. I thrive on action.					
0	1	2	3	4	5
2. I live in the here and now.					
0	1	2	3	4	5
3. I must have the freedom to act.					
0	1	2	3	4	5
4. I welcome change and like variety.					
0	1	2	3	4	5
5. I am willing to take risks.					
0	1	2	3	4	5
6. I seek fun and excitement at work.					
0	1	2	3	4	5
7. I deal quickly with concrete problems.					
0	1	2	3	4	5
8. I am a flexible, practical worker/employee.					
0	1	2	3	4	5
Total Score for ORANGE: _____					

Worker/Employee Characteristics

GOLD

Never	Seldom	Sometimes	Often	Most of the Time	Always
0	1	2	3	4	5

1. I am conventional and traditional by nature.

0 1 2 3 4 5

2. I am punctual, organized, responsible, detailed and thorough in my work and expect others to be the same.

0 1 2 3 4 5

3. I like to belong to organizations, and have a strong sense of social responsibility.

0 1 2 3 4 5

4. At work, I need to feel useful and to do my duty.

0 1 2 3 4 5

5. I prefer structure, order, and stability in getting work done.

0 1 2 3 4 5

6. I have a strong sense of right and wrong and expect others to be the same way.

0 1 2 3 4 5

7. I praise and reward dedication, loyalty, and hard work in others.

0 1 2 3 4 5

8. I believe that work comes before play, even if it means putting in extra hours/effort to complete a job or project on time.

0 1 2 3 4 5

Total Score for GOLD: _____

Worker/Employee Characteristics

GREEN

Never	Seldom	Sometimes	Often	Most of the Time	Always
0	1	2	3	4	5

1. I like to design projects which will improve the future functioning of the organization. I am always looking to invent a better way.

0	1	2	3	4	5
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2. I need to be valued for my knowledge and expertise.

0	1	2	3	4	5
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3. I am an excellent analyst of flaws. I am good at developing strategies to solve problems.

0	1	2	3	4	5
---	---	---	---	---	---
4. I value intelligence and competence in myself and my co-workers.

0	1	2	3	4	5
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5. I see personal relationships in the organization as secondary to solving problems and getting the work done successfully.

0	1	2	3	4	5
---	---	---	---	---	---
6. I am critical by nature and may hurt people's feelings without knowing it.

0	1	2	3	4	5
---	---	---	---	---	---
7. I use logical analysis to make decisions and draw conclusions. Since I decide things impersonally, I sometimes pay insufficient attention to other people's feelings and desires.

0	1	2	3	4	5
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8. I like intellectual challenges at work, or I become bored.

0	1	2	3	4	5
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Total Score for GREEN: _____

Worker/Employee Characteristics

BLUE

Never 0	Seldom 1	Sometimes 2	Often 3	Most of the Time 4	Always 5
1. I seek to create harmony and cooperation . I spend a lot of energy trying to relate to others in positive ways .					
0	1	2	3	4	5
2. I utilize a people-centered, nurturing style that values people.					
0	1	2	3	4	5
3. I work best in a cooperative, harmonious team setting.					
0	1	2	3	4	5
4. I enjoy developing the potential in others so that I can have a significant influence in their lives.					
0	1	2	3	4	5
5. Conflict in relationships at work makes me uncomfortable .					
0	1	2	3	4	5
6. I enjoy pleasing people and dislike, may even avoid, telling people unpleasant things.					
0	1	2	3	4	5
7. I look at the underlying personal values when making decisions and drawing conclusions.					
0	1	2	3	4	5
8. I enjoy motivating and interacting with others in empathetic ways.					
0	1	2	3	4	5
Total Score for BLUE: _____					

SEND US YOUR APPLICATION

Once you have filled out our employment application please use one of the following options to send us your application.

1. Scan in then email your application to contact@noble-air.com
2. Fax your application to us at (480) 659-6498
3. Mail it or walk in to our location - 3620 E Roeser Road, Phoenix AZ 85040