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In order for your application to be properly evaluated, it is essential that all of the following questions be answered carefully and completely. There is an option at the end of the application to attach your resume; this does not replace completing the application completely.

Which position are you applying for?

Date of Application

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## Your Contact Information

Last Name

First Name

Middle  
Initial

Street Number

City

State

Zip Code

E-mail Address

Home Phone

Other Phone Number

Have you ever  
filed an  
application with  
Covenir  
before?

Date of Application

Are you over 18  
years of age? (If  
no, you may be  
required to  
provide  
authorization to  
work.)

Have you ever been  
employed with us before?

Are you a party to any confidentiality agreement, non-compete agreement, court order, or any other legal obligation which could impact upon your ability to perform the duties required of you in the position applied for, or which could affect your relationship with Covenir?

If yes, please describe:

Have you ever been convicted, pled guilty, or been found guilty of a felony, misdemeanor involving theft or dishonesty, or a crime involving violence or injury? Conviction of a crime does not necessarily preclude consideration of your employment. The applicant is not obligated to disclose sealed or expunged records of conviction or arrest.

If yes, please state nature, date and place of offense and disposition:

For the purposes of compliance with the Immigration Reform and Control Act of 1986, are you legally eligible for employment in the United States?

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### Position Requirements

Desired Salary  
Range:

What date are  
you available to  
begin work?

Are you willing to  
travel?

Are you willing to relocate?

Are you willing to  
work overtime?

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### Education

High School or GED Institution

Location

Diploma/ Degree  
Completed

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Undergraduate/Professional Institution

Location

Major Area of Study

Years Completed

Degree Completed

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Other (Specify)

Location

Major Area of Study

Years  
Completed

Degree Completed

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Work Experience:

Start with your present or last position. Include any job-related military service and assignments. You may exclude organizations which indicate race, religion, gender, national origin, disabilities or other protected status.

Job 1:

Employer:

City State Phone

Start Date  End Date

Job Title

Position Duties

May we contact for Verification of Employment?

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Job 2:

Employer:

City State Phone

Start Date  End Date

Job Title

Position Duties

May we contact for Verification of Employment?

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Job 3:

Employer:

City State Phone

Start Date  End Date

Job Title

Position Duties

May we contact for Verification of Employment?

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Job 4:

Employer:

City State Phone

Start Date  End Date

Job Title

Position Duties

May we contact for Verification of Employment?

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Please provide an explanation for any gaps in employment:

Please list any specialized training, internships, skills, and certifications you have obtained. These may include professional, business, civic, and/or extra-curricular activities:

Please list platforms, programs and/or programming languages and your level of proficiency (Beginner, Intermediate, or Expert) for each:

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Professional References:

Please list individuals who can comment on your abilities and/or past performance as they relate to the position to which you are applying.

Name	Phone
Relationship	Occupation

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Name	Phone
Relationship	Occupation

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Federal law require that employers hire only individuals who are authorized to be lawfully employed in the United States. In compliance with such laws, all offers of employment are subject to verification of each applicants identification and employment authorization upon employment.

Covenir considers all applicants for employment without regard to race, sex national origin, age, disability or status as Vietnam-era or special disabled veteran in accordance with Federal law. In addition, Covenir complies with applicable state and local laws prohibiting discrimination in employment in every jurisdiction in which it maintains facilities. Covenir also provides reasonable accommodations to qualified individuals with disabilities, in accordance with the Americans With Disabilities Act and applicable state and local laws.

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Applicant's Statement

I certify that answers given herein are true and complete. In addition, the statements and promises contained on this page being made by me are in consideration of Red Hawk's processing and consideration of the application.

I authorize investigation of all statements contained in this application for employment as Covenir deems appropriate in arriving at an employment decision.

Any offer of employment I may receive from Covenir is contingent upon my successful completion of the company's pre-employment screening process, including the company receiving references that it considers satisfactory.

I authorize and request my present and former employers and those individuals I have listed as references to furnish information about my employment record, including a statement of the reason for the termination of my employment, work performance, abilities, and other qualities pertinent to my qualifications for employment, hereby releasing them from any and all liability for damages arising from furnishing the requested information.

I understand that Covenir follows an 'employment at will' policy, in that I or Covenir may terminate my employment at any time with or without cause for any reason not prohibited by applicable state or Federal law; this 'employment at will' policy cannot be changed verbally or in writing, unless the change is specifically authorized in writing by the Chief Executive Officer of Covenir. I understand that this application is not a contract of employment.

I understand that false or misleading information given in my application, resume, or any other materials, or interview(s) may result in refusal of employment or if employed, termination from Covenir employ. I understand, also, that I am required to abide by all rules and regulations of Covenir.

I understand that Federal law prohibits the employment of unauthorized aliens; all persons hired must submit satisfactory proof of employment authorization and identity; failure to submit such proof will result in denial of employment.

Signature

Date

