FARMERS RECC
A Touchstone Energy® Cooperative

Application for Employment

Instructions: Please read carefully. Every item on this form must be answered to the best of your ability. Please print and fill out form **or** fill out form electronically. Your qualifications will be carefully reviewed and you will be given thorough consideration for any suitable vacancy.

You may request assistance in completing this application.

Name: _____
Last *First* *Middle*

Address: _____
Street, City, State, Zip Code

Telephone: _____ _____ Email Address: _____
(Home) *(Cell)*

Position Applying for: _____ Date of Application: _____

Compliance with I-9 requirements is mandatory upon employment.

Note: An affirmative response will not automatically disqualify you from being considered as a candidate for employment. Factors such as age and time of the offense, nature of the violation, and rehabilitation will be taken into account.

Are you eligible to work for any United States employer at this time? ☐ Yes ☐ No

Do you have a valid Commercial Driver's License? ☐ Yes ☐ No

Have your driving privileges ever been revoked or suspended? ☐ Yes ☐ No

If yes, list all here _____

NOTE: Criminal records checks are conducted after a job offer is made and may result in the withdrawal of the job offer. Please initial here to indicate you understand that your criminal record may prohibit you being employed here: _____

Education

	Name of School	# of Years Completed	Degree Yes/No	Major Course of Study
High School				
College/University				
Graduate School				
Trade, Business or Correspondence				

Professional certifications and licenses *(CPA, NASD series 6, etc.)*:

Computer skills *(software programs, hardware, operating systems)*:

Other skills or experiences that are pertinent to the job applied for:

General Employment Information

Salary Expected _____ **Number of hours you are available per week** _____

Please mark the times you are available to work. Days: ☐ Weekends: ☐ Nights: ☐ Holidays: ☐

Are you willing and able to work overtime as required? ☐ Yes ☐ No

Are you able to perform the essential functions of this position? ☐ Yes ☐ No ☐ Don't know

If no, what accommodation would make it possible for you to perform this job? _____

_____

Have you previously been employed by Farmers Rural Electric or another electric cooperative? ☐ Yes ☐ No

If yes, indicate position, department, and dates: _____

_____

Have you ever applied for a position? ☐ Yes ☐ No If yes, when? _____

Do you have any relatives employed at Farmers Rural Electric? ☐ Yes ☐ No

If yes, list name and relationship: _____

Have you ever been dismissed or forced to resign from employment? ☐ Yes ☐ No

If yes, explain: _____

In the following space, please describe briefly why you are applying for this position:

Employment History

List names of employers in consecutive order with the most recent employer listed first.
(Account for all periods of time including military service and volunteer work that you wish to have considered as part of your qualifications. Explain periods of time not working. If self-employed, give firm name and supply business references.)

Name of most recent/current Employer:		**Supervisor:**	
City/State:		Dates of Employment:	
Telephone:		Reason for Leaving:	
Job Title:		Ending Salary:	
Duties:			

Previous Employer:		**Supervisor:**	
City/State:		Dates of Employment:	
Telephone:		Reason for Leaving:	
Job Title:		Ending Salary:	
Duties:			

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Job Title:		Ending Salary:	
Duties:			

References: Give three (3) references, not relatives or former employers.

Name:	_____	Occupation:	_____
Address:	_____	Phone:	_____
Name:	_____	Occupation:	_____
Address:	_____	Phone:	_____
Name:	_____	Occupation:	_____
Address:	_____	Phone:	_____

Applicants Statement

I understand that this application will be reviewed, but nothing in this application or any other documents or in the employment evaluation process shall be construed as either an offer or contract of employment or an obligation on the part of Farmers Rural Electric to provide any benefit to me. **(Initial here_____)**

Farmers Rural Electric is an Equal Opportunity Employer and does not discriminate on the basis of race, age, religion, national origin, color, sex, veteran status or disability. It is our intention that all qualified applicants are given equal opportunity and that selection decisions are based on job-related factors. **(Initial here_____)**

I hereby affirm that the information provided on this application (and resume submitted) is true and complete to the best of my knowledge. I also agree that any falsified information or significant omissions may disqualify me from further consideration for employment and may result in my discharge if discovered at a later date. **(Initial here _____)**

I authorize a thorough investigation of my past employment and activities, including investigation of criminal history, employment history and educational background and credentials. I agree to cooperate in such investigation, and release from all liability or responsibility all persons or corporations requesting or supplying such information. **(Initial here_____)**

I understand that my employment, if hired is employment-at-will, that I am not being employed for any specific time that this application is not and is not intended to be a contract for employment or continued employment, and that the employer or I may terminate my employment at any time with our without cause or notice. **(Initial here_____)**

I hereby agree to submit to any drug or alcohol testing, and/or physical examination to determine fitness for duty that may be required as a condition of my employment or continued employment and understand that refusal to submit to such testing during the course of my employment may result in disciplinary action, up to and including discharge. **(Initial here_____)**

I authorize investigation of these statements. This investigation may include employment history, reasons for leaving previous employers, criminal history, credit record, driving record, and degree/certificate verification. I hereby release Farmers Rural Electric from all liability for any damages resulting from the information obtained. **(Initial here_____)**

You are not required to supply any information that is prohibited by Federal, State, or Local law.

APPLICANT'S SIGNATURE: _____ DATE: _____

FARMERS RURAL ELECTRIC COOPERATIVE CORPORATION
ATTORNEY QUESTIONNAIRE

Firm: Click or tap here to enter text.

Primary Contact: Click or tap here to enter text. **Title:** Click or tap here to enter text.

Phone: Click or tap here to enter text. **Email:**Click or tap here to enter text.

Where is the firm's headquarters located? Click or tap here to enter text.

How many attorneys are dedicated to the firm?Click or tap here to enter text.

PROPOSED PRIMARY ATTORNEY

Attorney Name: Click or tap here to enter text. **Primary Location:**Click or tap here to enter text.

Years Practicing Law: Click or tap here to enter text.

What states are you admitted to practice? Click or tap here to enter text.

EXPERIENCE WITH:

Representing rural electric cooperatives? ☐ **Yes** ☐**No**

Reviewing employee policies and handbooks? ☐ **Yes** ☐**No**

Providing employment/labor law training to management? ☐ **Yes** ☐**No**

EXPERIENCE & QUALIFICATIONS:

Please describe the types of employers you've represented, including cooperatives, utilities, or similar situated employers.

RURAL ELECTRIC LAW AND GOVERNANCE:

Please briefly describe your experience with Rural Electric Law and governance.

KENTUCKY UTILITY REGULATION AND MATTERS BEFORE THE KENTUCKY PUBLIC SERVICE COMMISSION:

Please briefly describe your experience with Kentucky Utility Regulation and matters before the KY PSC.

CONTRACT REVIEW, NEGOTIATION, AND DRAFTING:

Please briefly describe your experience in these areas.

REAL ESTATE TRANSACTIONS, EASEMENTS, DEEDS, AND RIGHT-OF-WAY MATTERS:

Please briefly describe your experience in these areas.

CORPORATE GOVERNANCE, BOARD PROCEDURES, AND COMPLIANCE MATTERS:

Please briefly describe your experience in these areas.

LITIGATION MANAGEMENT AND GENERAL BUSINESS LAW:

Please briefly describe your experience in these areas.

EMPLOYMENT LAW & H/R SUPPORT:

Please briefly describe the experience providing ongoing employment law guidance to H/R and management, including experiences with employee discipline and termination, FMLA, ADA, FLSA, discrimination, harassment and retaliation, employment policy/handbook, and other day-to-day employment law matters.

CLIENT SERVICE & AVAILABILITY:

Please briefly describe how your firm would provide ongoing support to FRECC, including your approach to routine questions and time-sensitive matters.

If the proposed primary attorney is unavailable, who would generally provide backup assistance to FRECC?

Please identify any current representation or other circumstances that may present a potential conflict of interest in representing FRECC.

FEES AND BILLING:

Primary Attorney Hourly Rate:Click or tap here to enter text.

Paralegal/Other Legal Professional Rate(s):Click or tap here to enter text.

Billing Increments:Click or tap here to enter text.

Retainer Required: ☐Yes ☐No If yes, amount, interval, refundable?

Is travel time billed? ☐ Yes ☐ No
If yes, please describe the applicable rate or practice:

Please identify any other fees, costs, or billing practices FRECC should be aware of.

ADDITIONAL INFORMATION:

Please provide any additional information you believe would be helpful to FRECC in learning more about your firm and the services you can provide.