

APPLICATION FOR EMPLOYMENT

Car Company AI

California Applicant Version

Car Company AI is an equal opportunity employer. We consider applicants without regard to race, color, religion, sex, gender, gender identity or expression, sexual orientation, reproductive health decision-making, national origin, ancestry, citizenship status, marital status, age, disability, medical condition, genetic information, military or veteran status, or any other status protected by applicable law.

Instructions: Please complete all applicable sections. Do not provide salary history, date of birth, age, Social Security number, criminal history, medical information, or other protected information on this application.

1. Applicant Information

Last Name _____	First Name _____	Middle Initial _____
Street Address _____	City _____	State / Zip _____
Primary Phone _____	Alternate Phone _____	Email Address _____

2. Position Information

Position Applied For _____	Date Available to Start _____
Type of Employment Desired _____	☐ Full time ☐ Part time ☐ Temporary ☐ Seasonal
Are you able to work the schedule required for this position, including overtime if required and authorized? _____	☐ Yes ☐ No
Were you referred by someone? If yes, name/source. _____	_____
For conflict-of-interest purposes only: do you have any relatives currently employed by Car Company AI? If yes, name and relationship. _____	_____

3. Driving Positions Only

Complete this section only if driving is an essential function of the position. Do not provide your date of birth or age.

Do you currently possess a valid driver's license required to perform the driving duties of the position? _____	☐ Yes ☐ No ☐ Not applicable	
Can you provide proof of required license, DMV record, and insurability if requested after a conditional offer or as otherwise permitted by law? _____	☐ Yes ☐ No ☐ Not applicable	
Issuing Authority (State or Province) _____	License Number _____	Class _____
Endorsements _____	Restrictions _____	

Issue Date _____	Expiration Date _____
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4. Reasonable Accommodation / Essential Functions

Car Company AI provides reasonable accommodations to qualified applicants and employees with disabilities, consistent with applicable law. You do not need to disclose a diagnosis or medical condition on this form.

Can you perform the essential functions of the position, with or without reasonable accommodation? ☐ Yes ☐ No
Optional: If you need an accommodation for the application or interview process, describe the accommodation requested or contact the company representative handling the application process. _____

5. Education and Training

School / Program Type	Name and Location	Degree, Diploma, Certificate, or Coursework Completed	Job-Related Training / Skills
High School or Equivalent			
College / University / Technical School			
Trade / Business / Military Training			
Other Job-Related Training			

6. Employment Experience

List your present and past employment, starting with the most recent. The last five years or last three jobs is sufficient. Do not include prior salary, wage, or compensation history.

Employer 1

Company Name _____	Employment Dates: From / To _____
Type of Business _____	Phone Number _____
Street Address _____	City / State / Zip _____
Supervisor Name / Title _____	May we contact this employer for a reference? [] Yes [] No _____
Position Held _____	Reason for Leaving _____
Description of Duties _____ _____	_____ _____
If attaching a resume, note the relevant section/page here. _____	_____

Employer 2

Company Name _____	Employment Dates: From / To _____
Type of Business _____	Phone Number _____
Street Address _____	City / State / Zip _____
Supervisor Name / Title _____	May we contact this employer for a reference? [] Yes [] No _____
Position Held _____	Reason for Leaving _____
Description of Duties _____ _____	_____ _____
If attaching a resume, note the relevant section/page here. _____	_____

Employer 3

Company Name _____	Employment Dates: From / To _____
Type of Business _____	Phone Number _____
Street Address _____	City / State / Zip _____
Supervisor Name / Title _____	May we contact this employer for a reference? [] Yes [] No _____
Position Held _____	Reason for Leaving _____
Description of Duties _____ _____	_____ _____
If attaching a resume, note the relevant section/page here. _____	_____

7. Professional References

List three people who can comment on your job-related experience, education, or qualifications. Do not list relatives unless specifically requested.

Reference	1	2	3
Name			
Title / Company			
Phone			
Email			

8. Applicant Certification and Acknowledgment

Initial: _____ I certify that the information I provide in this application and in any attachments is true, complete, and correct to the best of my knowledge. I understand that any material misstatement or omission may result in rejection of my application or, if I am employed, separation from employment, subject to applicable law.

Initial: _____ I authorize Car Company AI to verify information related to my employment history, education, qualifications, and references to the extent permitted by law. This application does not authorize Car Company AI to obtain a consumer report or investigative consumer report. If such a report is sought, I understand I will receive any legally required disclosure and authorization forms separately.

Initial: _____ I understand that, if hired, I will be required to provide proof of identity and authorization to work in the United States and complete the required employment eligibility verification process.

Initial: _____ I understand that employment with Car Company AI is at will unless a written agreement signed by an authorized officer of the company states otherwise. This means either I or Car Company AI may end the employment relationship at any time, with or without cause or notice, subject to applicable law.

Applicant Signature	Printed Name	Date

9. California Applicant Privacy Notice at Collection

This notice is a summary for California applicants. It should be tailored to the company's actual data practices, retention schedule, vendors, and privacy request procedures before use.

Categories of Personal Information Collected: Identifiers and contact information; professional or employment-related information; education information; references; application materials; interview notes and assessments; job-related licensing, certification, and driving qualification information where applicable; and other information you voluntarily provide. Do not provide sensitive personal information unless specifically requested for a lawful, job-related purpose.

Purposes for Collection and Use: Recruiting, evaluating qualifications, scheduling interviews, communicating with applicants, verifying references and qualifications, complying with legal obligations, protecting company rights and safety, and administering the hiring process.

Disclosures: Information may be disclosed to service providers, professional advisors, government authorities when required by law, and other parties as needed for recruiting, verification, compliance, security, or business operations. Background checks, if any, will be handled through separate legally required notices and authorizations.

Retention: Application information will be retained only as long as reasonably necessary for the hiring process, legal compliance, recordkeeping, dispute resolution, and legitimate business purposes, according to the company's retention schedule.

Applicant Rights and Contact: California applicants may have rights under California privacy law, depending on whether the company is covered by those laws. To submit a privacy request or ask questions, contact: _____.

Prepared as a California-oriented application template. This document should be reviewed by California employment counsel before implementation, especially if used with automated screening, third-party background checks, unionized positions, government contracts, commercial driver roles, or regulated transportation roles.