



Borla Performance Industries, Inc.  
500 Borla Drive  
Johnson City, TN 37604

# Application for Employment

**EQUAL OPPORTUNITY EMPLOYER:** Borla Performance Industries, Inc. ("Borla") is an equal opportunity employer and fully subscribes to the principles of equal employment opportunity. We consider applicants for all positions without regard to race, ethnicity, color, religion, creed, sex including sexual harassment, pregnancy, gender identity, sexual orientation, national origin, age, marital or veteran status, disability—physical or mental, family history, genetic information or any other protected basis.

**DRUG SCREENING:** We are committed to maintaining a DRUG-FREE workplace. All offers of employment are contingent upon successful completion of a pre-employment drug screen.

**REFERENCES:** We are concerned about bias in the workplace, violence in the workplace, falsified applications, and employee theft. By signing this application, you authorize us to conduct a personal background check and authorize others to provide us with information that is personal and confidential.

Please Print

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Last

First

Middle

Mobile Phone ( ) \_\_\_\_\_

Home Telephone ( ) \_\_\_\_\_

Date Available to Start Work: \_\_\_\_\_

Email: \_\_\_\_\_

Present Address: \_\_\_\_\_

No.

Street

City

State

Zip

## Employment Desired

Position applying for: \_\_\_\_\_ Salary Desired \_\_\_\_\_

Regular Full Time

Regular Part Time

Temporary

Are you available to work overtime?  Yes  No

While employed at Borla, do you expect to engage in other employment?  Yes  No

If yes, state the nature of the business and amount of time it will require: \_\_\_\_\_

## Personal Information

Have you ever applied to, or worked for Borla before?  Yes  No

If yes when? \_\_\_\_\_

Are you at least 18 years old?  Yes  No

(If under 18, hire is subject to verification that you are of minimum legal age.)

If hired, can you present evidence of your U.S. citizenship or proof of your authorization to work in the U.S.?  Yes  No

Do you have any family members who have worked for Borla:  Yes  No

If yes, please identify family members. \_\_\_\_\_

(Note: We comply with ADA & consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions.)

Have you ever been convicted under your name or any other name for a felony or misdemeanor?

Yes     No

If yes, please explain when you were convicted and of what you were convicted. \_\_\_\_\_  
 \_\_\_\_\_

Are you presently out on bail or recognizance pending trial for the alleged commission of any crime?

If yes, please explain. \_\_\_\_\_  
 \_\_\_\_\_

(NOTE: Felony or misdemeanor convictions, or an affirmative answer above, will not necessarily disqualify an applicant from employment. The nature of the offense, the date of the offense, the seriousness of the offense, the surrounding circumstances of the offense and the relevance of the offense to the position(s) applied for will be considered.)

**Education, Training, and Experience**

School	Name and address	No. Years Completed	Did you Graduate	Degree/Diploma
High School				
College/University				
Vocational/ Business				

Do you have training, experience, qualifications, or skills that you feel make you especially suited for work at Borla?  Yes     No

If so, please explain: \_\_\_\_\_  
 \_\_\_\_\_

What interested you in Borla? \_\_\_\_\_  
 \_\_\_\_\_

What are your hobbies, special interests, and activities? (Please omit those indicating race, color, religion, sex, national origin, ancestry, age, or existence of a disability.) \_\_\_\_\_  
 \_\_\_\_\_

**Employment/Work Experience**

Please list below all present and past employment for the last 10 years, starting with your most recent employer. Account for all periods of unemployment. If you have not left your last job, indicate in the space marked "reason for leaving" why you are contemplating leaving. You must complete this section even if attaching a resume. Applications must be filled out completely. Attach additional pages if necessary.

Name of employer	Address	Telephone
Employed (Month & Year) From                      To	Rate of pay Starting                      Ending	Average number of hours worked per week
Positions held:	Supervisor's name & position	May we contact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Describe all your significant duties:		
Reason for leaving:		

Name of employer	Address	Telephone
Employed (Month & Year) From            To	Rate of pay Starting            Ending	Average number of hour worked per week
Positions held:	Supervisor's name & position	May we contact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Describe all your significant duties:		
Reason for leaving:		

Name of employer	Address	Telephone
Employed (Month & Year) From            To	Rate of pay Starting            Ending	Average number of hours worked per week
Positions held:	Supervisor's name & position	May we contact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Describe all your significant duties:		
Reason for leaving:		

Name of employer	Address	Telephone
Employed (Month & Year) From            To	Rate of pay Starting            Ending	Average number of hours worked per week
Positions held:	Supervisor's name & position	May we contact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Describe all your significant duties:		
Reason for leaving:		

Name of employer	Address	Telephone
Employed (Month & Year) From            To	Rate of pay Starting            Ending	Average number of hours worked per week
Positions held:	Supervisor's name & position	May we contact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Describe all your significant duties:		
Reason for leaving:		

Have you ever been discharged or asked to resign your employment or resigned in lieu of discharge?

Yes  No

If yes, please identify the employer and explain why. \_\_\_\_\_

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To aid us in checking records and to verify prior employment and education, please indicate whether you were ever employed or enrolled in a school under another name or whether you have gone by any name other than that used on the application.

Yes  No

If yes, please specify the name you were employed or enrolled under and relevant time periods. \_\_\_\_\_

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### References

Please provide the names, addresses, and telephone numbers of at least three references who are not related to you, at least two of which can effectively evaluate your job related training, experience and capabilities.

Name	
Address	
Phone No.	Years Known

Name	
Address	
Phone No.	Years Known

Name	
Address	
Phone No.	Years Known

**NOTICE TO APPLICANT**

**PLEASE READ BEFORE SIGNING. CHECK YOUR APPLICATION TO ENSURE THAT YOU HAVE ANSWERED EVERY QUESTION ACCURATELY.**

I understand that Borla will rely upon this information provided on this application and any accompanying resume, if supplied, in making its employment decision, and I represent that the information I have given on this application and accompanying resume is complete, true and accurate. I have further agreed to have any of the statements checked by Borla. I understand that falsification, misrepresentation or omission on this application, my resume, or any other personnel record or company document will be grounds for rejection of my application or immediate termination of my employment, if I am employed, regardless of when the falsification, misrepresentation or omission is discovered.

I authorize the references listed above, as well as all other individuals whom Borla contacts, to provide Borla, or its representative, any and all information concerning my previous employment, education, and any other pertinent information that they may have. Further, I release all parties and persons from any and all liability for any damages that may result from furnishing such information to Borla, as well as from any use or disclosure of such information by Borla, or its agents, employees or representatives. Background investigations and references have also been authorized by my signature on the accompanying Authorization attached to the Fair Credit Reporting Act Disclosure Statement.

**If I am offered employment by Borla and if I accept, my employment will be at-will for no specific duration, and can be terminated by me or Borla at any time, without notice, for any reason, without payment of further compensation or benefits. I understand that nothing contained in this application or other written material furnished by Borla shall constitute an implied or expressed contract of employment. I further understand that all such material is for informational purposes only. I acknowledge that no employee or representative of Borla, other than its CEO, has the authority to enter into any agreement for employment for any specified period of time, or make any agreement contrary to the foregoing. Further the CEO of Borla may not alter the at-will nature of the employment relationship unless the CEO and I sign an agreement that clearly and expressly specifies the intent to do so. I further agree that no employee of Borla has made any representation or agreement to me contrary to the at-will nature of my employment relationship and that there are no oral or collateral agreements regarding this issue.**

If employed, I further agree to abide by all of the rules and procedures of Borla as may be amended from time to time by Borla without any prior notice or the consent of the undersigned applicant. I also acknowledge the confidential nature of Borla's business and agree to maintain the confidentiality of the business affairs of Borla, at all times, both during and after employment.

I further understand that Borla has a commitment to a workplace free of drugs and alcohol. As part of its commitment, Borla reserves the right to require applicants and employees to submit to a drug/alcohol test at any time. I acknowledge that failure to submit to a drug/alcohol test upon request will result in immediate withdrawal of my application for employment or termination of employment, if employed.

I also understand that all offers of employment are conditioned on the provision of satisfactory proof of an applicant's identity and legal authority to work in the United States, as well as the satisfactory completion of a background check and pre-employment drug screening.

I have read and understand the above Notice to Applicant before signing.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date