



phone: 985-345-1085  
 888-634-5570  
 fax: 985-429-2502  
 web: www.neill.net

## Application for Employment

(please print)

**\*Important:** Please read each question carefully and provide an honest and complete answer. In order for you to be considered for employment, your application packet must be fully completed.

Today's Date			
Name			
Alias & years used		Email address	
Address, City, State & Zip			
Area Code & Phone Number			
Driver's License Number		Issuing State	
Social Security Number			
Are you 18 years or older?			
Have you ever been convicted of a felony, state or federal?	If yes, please explain. If additional space is needed, please attach another sheet.		
<p><b>Note:</b> Conviction of a felony will not necessarily preclude employment. Neill Corporation will consider factors such as the type of offense, age at the time of the offense, when the offense occurred, and rehabilitation when determining suitability for employment.</p>			
Referred By:			
Division & Position you are Applying For	Check One	Division	Specify Position
	<input type="checkbox"/>	Corporate Office	
	<input type="checkbox"/>	Outside Sales	
	<input type="checkbox"/>	Salon	
Date available to begin:			
Part Time or Full Time			
Salary Requesting			

Education			
	School Name Address	Graduated Y/N	Highest Grade
High School			
Vocational School			
College / University			
Graduate School			
	Degree Earned		
	Minor		GPA
	Major		GPA
Describe all special skills, qualifications, and training which you feel would be beneficial to you in this position:			

List last four consecutive positions held, beginning with present or last employer: This section is mandatory. Please complete regardless of resume.

Employer				
Dates	From:		To:	
Address				
Position				
Reason For Leaving				
Reference				
Phone Number				

Employer				
Dates	From:		To:	
Address				
Position				
Reason For Leaving				
Reference				
Phone Number				

Employer				
Dates	From:		To:	
Address				
Position				
Reason For Leaving				
Reference				
Phone Number				

Employer				
Dates	From:		To:	
Address				
Position				
Reason For Leaving				
Reference				
Phone Number				

**Certification**

I certify that the answers given are true and correct to the best of my knowledge. I authorize Neill Corporation to investigate any representations made by me, either oral or written, during my application for employment, and to conduct a complete investigation into my background. I understand that Neill Corporation may contact individuals or organizations other than those I have provided as a reference in this process. I hereby authorize and direct each such prior employer or other source of information to answer any questions regarding my prior employment background. I hereby release all employers, companies, corporations, credit bureaus, law enforcement agencies, schools, or other persons from any and all liability in responding to inquiries in connection with this application.

In the event of employment, I understand that false or misleading information given in this application (or in any interviews prior to employment) may result in my discharge. In the event of employment, I understand and agree that the employment is entered into voluntarily, and I may resign at anytime. I also understand my employment may be terminated by Neill Corporation for any reason, and at anytime, without previous notice. I further understand that the at-will nature of my employment cannot be altered by any oral agreement or understanding.

Your signature on this application constitutes an acknowledgement that you understand you can be subjected to drug testing during your employment with Neill Corporation and your consent to undergo such testing in accordance with Neill Corporations policies.

I HEREBY REPRESENT AND WARRANT that I have read and fully understand the foregoing and seek employment under these conditions of my own free will.

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

# neill corp.

ITS

## INDIVIDUAL TALENT SURVEY

### BISHOPSTONE RESEARCH INSTITUTE, INC.

888.634.5570  
985.345.1085  
FAX 985.429.2502

DATE \_\_\_\_\_  
NAME \_\_\_\_\_  
COMPANY \_\_\_\_\_  
CO. ADDRESS \_\_\_\_\_  
CITY, ST., ZIP \_\_\_\_\_  
POSITION \_\_\_\_\_  
PHONE \_\_\_\_\_

\_\_\_\_\_ Applicant for above position  
\_\_\_\_\_ Presently employed in above

#### GENERAL INSTRUCTIONS

Read all instructions at the top of the following sections and complete each page accordingly. The entire form generally takes less than 15 minutes to complete.

Below is a list of words. Place an **X** in the space [ ] before all of the words that people you encounter at work would be likely to use in describing you. If you are not sure of the meaning of the word, please draw a line through the word.

People at work think I am ...

- |         |                  |         |                 |
|---------|------------------|---------|-----------------|
| 1. [ ]  | happy            | 45. [ ] | leisurely       |
| 2. [ ]  | honest           | 46. [ ] | composed        |
| 3. [ ]  | open-minded      | 47. [ ] | appreciative    |
| 4. [ ]  | impulsive        | 48. [ ] | good mixer      |
| 5. [ ]  | cautious         | 49. [ ] | devout          |
| 6. [ ]  | good             | 50. [ ] | just            |
| 7. [ ]  | attractive       | 51. [ ] | defensive       |
| 8. [ ]  | obliging         | 52. [ ] | perfectionistic |
| 9. [ ]  | convincing       | 53. [ ] | persevering     |
| 10. [ ] | conforming       | 54. [ ] | courteous       |
| 11. [ ] | decisive         | 55. [ ] | precise         |
| 12. [ ] | opinionated      | 56. [ ] | fashionable     |
| 13. [ ] | self-conscious   | 57. [ ] | helpful         |
| 14. [ ] | smooth           | 58. [ ] | nervy           |
| 15. [ ] | solemn           | 59. [ ] | stubborn        |
| 16. [ ] | relaxed          | 60. [ ] | frank           |
| 17. [ ] | impressive       | 61. [ ] | generous        |
| 18. [ ] | hesitant         | 62. [ ] | aggressive      |
| 19. [ ] | brave            | 63. [ ] | kind            |
| 20. [ ] | prudent          | 64. [ ] | timid           |
| 21. [ ] | fascinating      | 65. [ ] | content         |
| 22. [ ] | slow             | 66. [ ] | egotistical     |
| 23. [ ] | engaging         | 67. [ ] | argumentative   |
| 24. [ ] | forgiving        | 68. [ ] | appealing       |
| 25. [ ] | ingenious        | 69. [ ] | easy-going      |
| 26. [ ] | entertaining     | 70. [ ] | receptive       |
| 27. [ ] | cooperative      | 71. [ ] | social          |
| 28. [ ] | personality plus | 72. [ ] | skeptical       |
| 29. [ ] | scholarly        | 73. [ ] | competitive     |
| 30. [ ] | fussy            | 74. [ ] | enterprising    |
| 31. [ ] | poised           | 75. [ ] | lense           |
| 32. [ ] | gregarious       | 76. [ ] | considerate     |
| 33. [ ] | persuasive       | 77. [ ] | amusing         |
| 34. [ ] | inspiring        | 78. [ ] | direct          |
| 35. [ ] | self-centered    | 79. [ ] | devoted         |
| 36. [ ] | forceful         | 80. [ ] | tolerant        |
| 37. [ ] | charming         | 81. [ ] | impetuous       |
| 38. [ ] | dominant         | 82. [ ] | good-natured    |
| 39. [ ] | peaceful         | 83. [ ] | venturesome     |
| 40. [ ] | tactful          | 84. [ ] | willing         |
| 41. [ ] | magnetic         | 85. [ ] | sympathetic     |
| 42. [ ] | matter-of-fact   | 86. [ ] | orderly         |
| 43. [ ] | stable           | 87. [ ] | lenient         |
| 44. [ ] | stimulating      |         |                 |

On this page place an **X** in the space [ ] before all of the words that you think are truly descriptive of yourself. Again, if you are not sure of the meaning of the word, please draw a line through the word.

I truly believe I am ...

- |         |                  |         |                 |
|---------|------------------|---------|-----------------|
| 1. [ ]  | happy            | 45. [ ] | leisurely       |
| 2. [ ]  | honest           | 46. [ ] | composed        |
| 3. [ ]  | open-minded      | 47. [ ] | appreciative    |
| 4. [ ]  | impulsive        | 48. [ ] | good mixer      |
| 5. [ ]  | cautious         | 49. [ ] | devout          |
| 6. [ ]  | good             | 50. [ ] | just            |
| 7. [ ]  | attractive       | 51. [ ] | defensive       |
| 8. [ ]  | obliging         | 52. [ ] | perfectionistic |
| 9. [ ]  | convincing       | 53. [ ] | persevering     |
| 10. [ ] | conforming       | 54. [ ] | courteous       |
| 11. [ ] | decisive         | 55. [ ] | precise         |
| 12. [ ] | opinionated      | 56. [ ] | fashionable     |
| 13. [ ] | self-conscious   | 57. [ ] | helpful         |
| 14. [ ] | smooth           | 58. [ ] | nervy           |
| 15. [ ] | solemn           | 59. [ ] | stubborn        |
| 16. [ ] | relaxed          | 60. [ ] | frank           |
| 17. [ ] | impressive       | 61. [ ] | generous        |
| 18. [ ] | hesitant         | 62. [ ] | aggressive      |
| 19. [ ] | brave            | 63. [ ] | kind            |
| 20. [ ] | prudent          | 64. [ ] | timid           |
| 21. [ ] | fascinating      | 65. [ ] | content         |
| 22. [ ] | slow             | 66. [ ] | egotistical     |
| 23. [ ] | engaging         | 67. [ ] | argumentative   |
| 24. [ ] | forgiving        | 68. [ ] | appealing       |
| 25. [ ] | ingenious        | 69. [ ] | easy-going      |
| 26. [ ] | entertaining     | 70. [ ] | receptive       |
| 27. [ ] | cooperative      | 71. [ ] | social          |
| 28. [ ] | personality plus | 72. [ ] | skeptical       |
| 29. [ ] | scholarly        | 73. [ ] | competitive     |
| 30. [ ] | fussy            | 74. [ ] | enterprising    |
| 31. [ ] | poised           | 75. [ ] | lense           |
| 32. [ ] | gregarious       | 76. [ ] | considerate     |
| 33. [ ] | persuasive       | 77. [ ] | amusing         |
| 34. [ ] | inspiring        | 78. [ ] | direct          |
| 35. [ ] | self-centered    | 79. [ ] | devoted         |
| 36. [ ] | forceful         | 80. [ ] | tolerant        |
| 37. [ ] | charming         | 81. [ ] | impetuous       |
| 38. [ ] | dominant         | 82. [ ] | good-natured    |
| 39. [ ] | peaceful         | 83. [ ] | venturesome     |
| 40. [ ] | tactful          | 84. [ ] | willing         |
| 41. [ ] | magnetic         | 85. [ ] | sympathetic     |
| 42. [ ] | matter-of-fact   | 86. [ ] | orderly         |
| 43. [ ] | stable           | 87. [ ] | lenient         |
| 44. [ ] | stimulating      |         |                 |

## COMPLETE SECTIONS A, B, AND C BELOW.

**A.** Below is another list of words. You probably consider some of the concepts represented by these words as more important or valuable than others in your own life. First read the entire list, then place an X on the line before all of those items which are of some importance to you.

1. \_\_\_ innovative 17. \_\_\_ slow, steady  
pace
2. \_\_\_ conversation 18. \_\_\_ well-groomed
3. \_\_\_ quiet 19. \_\_\_ small details
4. \_\_\_ perfection 20. \_\_\_ impressive
5. \_\_\_ worrying 21. \_\_\_ image
6. \_\_\_ rebelling 22. \_\_\_ humbleness
7. \_\_\_ fashion 23. \_\_\_ doing things  
"my way"
8. \_\_\_ single- 24. \_\_\_ risk  
mindedness
9. \_\_\_ variety 25. \_\_\_ altruism
10. \_\_\_ exactness 26. \_\_\_ passively  
resistant
11. \_\_\_ tinkering 27. \_\_\_ routine
12. \_\_\_ proper 28. \_\_\_ solitude
13. \_\_\_ precision 29. \_\_\_ shrewd
14. \_\_\_ non-conformity 30. \_\_\_ belonging
15. \_\_\_ popularity 31. \_\_\_ inventive
16. \_\_\_ change 32. \_\_\_ diplomacy

**B.** Now go back and put a circle around the X of the four most important items from the list that you have selected.

**C.** Finally go back and review the four circled  and darken the single most important item to you.

Now, write a description about yourself in your own words in the space below.

The information provided is true and correct to the best of my knowledge and belief and I hereby agree to the use of all information derived from this form for any ethical purpose.

Signed \_\_\_\_\_

## Consumer Disclosure Authorization for Background Investigation

In connection with my application for employment with Neill Corporation, I fully understand that Neill Corporation and/or Verified Credentials, as their agent, may request/perform a consumer report/background investigation on me.

The consumer report/background investigation may contain the following types of information: verification of prior employment(s) and dates of employment, academic achievement, professional licensure, and credit reports. I further understand the report may contain information about any prior criminal history, civil litigation, social security number verification, driving records, Uniform Commercial Code (UCC) filings, any liens or judgments, and bankruptcy as a result of a public record(s) search from any federal, state, or any other agency which might contain such records.

Information regarding conviction will not necessarily bar an applicant for employment, but will be reviewed in light of all the surrounding circumstances, including age at the time of the offense, seriousness and nature of the violation, rehabilitation, relationship of the offense to employment and federal statutory requirements.

I authorize and request all persons, schools, business, corporations, credit bureaus, courts, law enforcement agencies, armed forces, employment commissions, and all government agencies to release said information without restriction or qualification. I authorize a Photostat (or facsimile "Fax") of this release to be considered as effective as the original. All results will be proprietary and kept confidential, and will not be provided to any parties other than Neill Corporation or its legal representative. I am aware that I have the right to request the nature and scope of the results, as reported, from Neill Corporation. I voluntarily waive all recourse and release the requested parties from liability for complying with this request/release.

All background information obtained shall be utilized to assist in verification of the employment application. Retrieval and usage of this information complies with all Equal Opportunity Commission, Americans With Disabilities Act, and the Fair Credit Reporting Act (Laws, Rules, and Regulations). Neill Corporation is an Equal Opportunity Employer, and does not discriminate as to race, color, gender, national or religious origin, age, disabilities or any other characteristic protected by law. I understand that the request for Date of Birth is for permissible purpose and not for purposes prescribed by the laws prohibiting age discrimination. The Age Discrimination in Employment Act of 1967 prohibits discrimination on the basis of age with respect to individuals who are least 40 years of age. It is unlawful for an employer to refuse to hire; discharge; or otherwise discriminate with respect to compensation, terms, conditions, or privileges of employment because of an individual's age.

**I hereby declare that the answers to the questions on my application and related paperwork which I have been asked to complete, and any attachments to same, are true and correct and that any misstatements of fact(s) or omissions may form the basis for rejection of my application or for my dismissal after employment.** I authorize Verified Credentials to provide the results of said information to Neill Corporation or its representatives. If hired, this authorization shall remain on file and shall serve as ongoing authorization for Neill Corporation and/or Verified Credentials to procure consumer reports/background investigations at any time during my employment period. I further release Neill Corporation and Verified Credentials, its officers, employees, and agents, from any and all liability from the results and preparation of any reports concerning my background or myself. I understand and acknowledge that except as provided in the Fair Credit Reporting Act, I may not bring any action or proceeding against Verified Credentials, Neill Corporation, or any user or furnisher of information, for defamation, invasion of privacy, or negligence with respect to the reporting of information disclosed pursuant to the Fair Credit Reporting Act, except as to false information furnished with malice or willful intent to injure me. **The facts set forth by me in this application are true and correct to the best of my knowledge and belief.**

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PRINT NAME

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SOCIAL SECURITY NUMBER

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SIGNATURE