



1481 Wordsworth, Suite B, Ferndale, Michigan 48220  
Phone: (313) 744-6323 E-mail: [jobs@bnektar.com](mailto:jobs@bnektar.com) Website: [www.bnektar.com](http://www.bnektar.com)

B Nektar, LLC (B Nektar) considers all applicants for employment without regard to race, color, religion, sex, national origin, age, or disability, or status as a Vietnam-era, special disabled, newly separated, or other veteran in accordance with federal law. In addition, B Nektar complies with applicable state and local laws prohibiting discrimination in employment in Michigan. B Nektar is an equal opportunity employer and will not base hiring decisions on race, color, sex, age, national origin, religion, marital status, or disability. B Nektar also provides "reasonable accommodations" to qualified individuals with disabilities, in accordance with the Americans with Disabilities Act and applicable state and local laws. If you require an accommodation in the pre-employment process, please notify your Human Resources Representative.

#### GENERAL INFORMATION

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

Current Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ E-Mail: \_\_\_\_\_

#### EDUCATION

Type of School	Name and Address of School	Course of Study	Number of Years Completed	Did You Graduate?	Diploma or Degree Received
High School/GED					
College or University					
Other Education					
Other Education					

#### PRIOR WORK HISTORY

Dates From to	Name, Address and Telephone Number of Employer	Rate of Pay Start/ Finish	Supervisor's Name/ Title	Reason for Leaving



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#### JOB INTEREST/SKILLS

Position Applied For: \_\_\_\_\_ Date: \_\_\_\_\_

Are you 18 years-old, or older? Yes No. If you are not 18 years-old, or older, then state your age: \_\_\_\_\_

What is your availability to work? Full Time Part Time. If you can only work part time, please specify what days and hours that you are available to work: \_\_\_\_\_

Are you able to occsaiaionally work overtime as necessary? Yes No.

Date that you can start: \_\_\_\_\_ Desired Compensation: \_\_\_\_\_

Have you ever been employed by us? Yes No If yes, then when: \_\_\_\_\_

Have you ever applied for a position with us before? Yes No. If yes, when and what position did you apply for: \_\_\_\_\_.

What experience do you have, as a home brewer, volunteer or professional, relating to making meads, craft beers, or other alcoholic beverages (attach additional pages if necessary)?

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What sales, sales management, distribution or related experience do you have in the alcoholic beverage industry or in other fields (attach additional pages if necessary)?

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#### CRIMINAL, ALCOHOL-RELATED INCIDENT AND DRIVING HISTORY

Because B. Nektar operates in highly regulated industries, and because employees are often involved in driving for business purposes in the course of their employment, it is often required to submit detailed background information to various regulatory bodies and insurers. *A record of a criminal conviction, involvement in an alcohol-related incident or a less-than-perfect driving record will not necessarily be a bar to employment. This information will be used only for job-related purposes and only to the extent permitted by applicable law.*

Have you ever been fined, reprimanded or otherwise censured or disciplined by any governmental administrative or regulatory agency, self-regulatory organization, professional association, board governing conduct for a specific profession, including, but not limited to, the ATF, the TTB, the Michigan Liquor Control Commission, the Michigan LARA, the Liquor control authority of any other state, province or country, the IRS, SEC, etc., or ever found you to be in violation of any rules, regulations, or statutes by such an entity? ☐ Yes ☐ No

If yes, please explain: \_\_\_\_\_

\_\_\_\_\_

Are you currently a defendant in any administrative, civil, or other proceeding? ☐ Yes ☐ No

If yes, please explain: \_\_\_\_\_

\_\_\_\_\_

Have you ever been convicted of—or entered a plea of guilty or no contest/"*nolo contendere*" to—a crime? (Do not include convictions which have been sealed, expunged or statutorily eradicated.) ☐ Yes ☐ No

If yes, state nature of offense, when, where, and

disposition: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Have you ever been convicted of—or entered a plea of guilty or no contest/"*nolo contendere*" to—a felony, misdemeanor, civil infraction or traffic offense involving the use or presence of alcohol or a controlled substance? (Do not include convictions which have been sealed, expunged or statutorily eradicated.) ☐ Yes ☐ No

If yes, state nature of offense, when, where, and

disposition: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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\_\_\_\_\_



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#### PROFESSIONAL REFERENCES

Please list below three professional references that we may contact. The references should be able to discuss your past history as an employee.

Name	Telephone Number Of Reference	E-Mail Of Reference	Relationship To Reference	Length Of Relationship

#### MILITARY SERVICE

Have you ever served in the U.S. Armed Forces? ☐ Yes ☐ No

List date(s) of service, branch of service, and duties in the Service, including special training, which are relevant to the position for which you have applied (attach additional pages if necessary).

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#### ELIGIBILITY TO WORK IN THE UNITED STATES

Federal laws 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 applicant's identity and employment authorization, and it will be necessary for you to submit such documents as are required by law to verify your identification and employment authorization upon employment. Federal laws required that employers keep a completed I-9 form at the company for each employee hired. The I-9 form can be found at <http://www.uscis.gov/i-9>. On page 9 of the I-9 form contains the list of documents that an employee can use to prove their ability to work in the United States.

If you are offered employment by B Nektar, will you be able to establish that you are authorized to work in the United States? ☐ Yes ☐ No



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**EMPLOYMENT APPLICATION UNDERSTANDING AND AGREEMENT**

*(Please read carefully and sign the statement below)*

I understand and agree that:

1. The information that I have provided on this application is true and complete to the best of my knowledge. Any misrepresentation or omission of any fact in my application, resume, or any other materials, or during any interviews, can be justification of refusal of employment, or if employed, termination from B Nektar's employ.
2. Any offer of employment I may receive from B Nektar is contingent upon my successful completion of the company's total pre-employment screening process, including the company's receiving references that it considers satisfactory, and my satisfactory completion of any post-offer pre-employment medical examination that the company may require. I also agree, if employed, to submit to a medical examination at any time at the company's request. I hereby consent to having the results of any post-offer pre-employment or postemployment medical exams I may be required to take disclosed to XYZ. All such exams and records related to such exams shall be handled in accordance with the requirement of the Americans with Disabilities Act and other applicable laws.
3. I understand that as a condition of employment, I may be required to undergo and successfully pass a screening for alcohol and/or drugs. I also understand and agree that, if employed, I may be required to submit to an alcohol or drug screening at any time at the discretion of B Nektar. I hereby consent to having the results of any such alcohol or drug screening I may be required to undergo disclosed to B Nektar.
4. I authorize and request that all of my present and former employers and those individuals I have listed as personal references 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 liability for damages arising from furnishing the requested information.
5. In consideration of my employment, I agree to comply with the policies, rules, regulations, and procedures of the company and understand that my employment and compensation can be terminated with or without cause or notice, at any time, at the option of either the company or myself. I further understand that no manager or representative of the company, other than the President of B Nektar, has any authority to enter into any agreement with me for employment for any specified period of time or to make any agreement different from or contrary to the foregoing. Additionally, I agree that no manager or representative of the Company may make any promises or commitments to me at any time, which binds the Company in matters relating to any term or condition of my employment (including my compensation). I further understand and acknowledge that any such agreements, whether relating to any term of employment or any term or condition of my employment, shall not be enforceable, unless they are in writing, and signed by me and the President of B Nektar. *[For TSG Review]*



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By signing your name below, you understand that nothing contained in this application or in the interview process is intended to create an employment contract between the company and you. Should this application result in your employment, you have a right to terminate your employment at any time and for any reason and the company retains a similar right. You further understand that no representative of the company other than the Director of Employment and Development or the Director of Human Resources has any authority to enter into any agreement with you for any specified period of time or to guarantee some other personnel move or benefit. You further understand that this entire statement applies to the period prior to or after you may be employed.

I have read and understand the above notice:

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

Name of Applicant: \_\_\_\_\_