



## EMPLOYMENT APPLICATION

The **Santa Barbara Veterinary Group** is an equal opportunity employer. We base employment and career advancement decisions solely on individual merit and without influence of bias based on race, color, national origin or ancestry, sex, religion, age (for persons over 40), marital status, sexual or gender orientation, mental or physical disability, veteran status, medical condition including genetic characteristics, pregnancy or any other characteristic protected by state or federal law.

Last Name		First Name		Middle Initial	Date of Application
Street Address		Mailing Address (If Different)		City, State	Zip Code
Telephone Number (Area Code)  ( )	Additional Phone/Fax/Cell Numbers (Area Code)			Under 18 Years Old? <input type="checkbox"/> Yes <input type="checkbox"/> No  If you are under 18 years of age, you must provide a work permit	
	<input type="checkbox"/> Message <input type="checkbox"/> Cell Phone	<input type="checkbox"/> FAX  ( )	<input type="checkbox"/> Message <input type="checkbox"/> Cell Phone		
Position(s) Desired:  desired rate of pay / salary expectation:			E-mail address:		
Type of Employment : <input type="checkbox"/> Full Time <input type="checkbox"/> Part-time <input type="checkbox"/> Temporary <input type="checkbox"/> Other:			If hired, can you provide proof that you are eligible to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Are you available for weekends or evenings if such hours are required by your position? <input type="checkbox"/> Yes <input type="checkbox"/> No			Other names you have used if it will help us verify your education and employment history:		
Were you previously employed by The Santa Barbara Veterinary Group? <input type="checkbox"/> Yes <input type="checkbox"/> No If "yes", position and dates of employment:					
Do you have friends or relatives currently working for The Santa Barbara Veterinary Group I?  Name: _____ Relationship: _____					
<b>How did you learn about this position?</b> <input type="checkbox"/> Newspaper Ad <input type="checkbox"/> Internet Ad <input type="checkbox"/> Website <input type="checkbox"/> School <input type="checkbox"/> Employee <input type="checkbox"/> Agency <input type="checkbox"/> Walk-In <input type="checkbox"/> Other Name of Referral Source _____					
Most positions at SBVG require physical activity including lifting (50 lb. pet food bags), working with your hands, kneeling, squatting, bending and standing for periods of time as well as sitting in front of a computer while typing, writing and using the phone. Taking all sized dogs (including some very large) back and forth from the kennel to the reception area on a wrist leash is also required in most positions at SBVG.  Can you perform these essential functions of the position with or without accommodation? <input type="checkbox"/> Yes <input type="checkbox"/> No					
SBVG is non-discriminatory and intends to be ADA compliant at all times.					

### AVAILABILITY

*Please list the times you are available each day. Write "any" on the days that you are available to work at all times.*

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Foreign Languages	Speak	Read	Write			

Education	School	City/State	Major	Degree/Diploma
High School				
College				
Other				

If any, what veterinary software have you used? \_\_\_\_\_

Any additional skills that you possess such as computer, tools, instruments, equipment, etc.

## JOB HISTORY

Please list each of the jobs you have held during the last five years. **List most recent or present position first.** Explain any gaps in your employment. Use additional sheets if necessary. Please write in detailed answers to all sections – attaching a resume and writing in “See Resume” is not acceptable, and may disqualify your application from further consideration. Explain your job duties in enough detail to allow us to understand what you actually did in each job. You must complete this portion of the application.

<b>Employer:</b>	<b>Job title and duties:</b>	
<b>Type of Business:</b>		
<b>Address:</b>		
<b>Telephone Number with Area Code:</b>		
_____ to _____ (Hire Date) (Termination Date)		
<b>Supervisor:</b>		<b>May We Contact?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later
<b>Reason for Leaving:</b>		

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_____ to _____ (Hire Date) (Termination Date)		
<b>Supervisor:</b>		<b>May We Contact?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later
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May We Contact?				
<input type="checkbox"/> Yes				
<input type="checkbox"/> No				
<input type="checkbox"/> Later				
<b>Reason for Leaving:</b>				

**IMPORTANT:**

By signing this application, I agree to the following certifications:

- I understand that, if I am hired, such hiring will not be for any definite period of time. Even though I may be paid my wages on a monthly, semi-monthly, bi-weekly or weekly basis, I understand that this does not mean that I am being hired for a definite period of time. If I become an employee of Santa Barbara Veterinary Group (SBVG - San Roque Pet Hospital, Montecito Pet Hospital, Goleta Airport Pet Hospital, HydroPaws, and any other business owned by SBVG) it is understood and agreed that my employment is on an "at-will" basis and may be changed or terminated with or without cause, with or without notice, at any time, at the option of The Santa Barbara Veterinary Group or myself. My at-will status may only be changed by an agreement signed by me and the President of The Santa Barbara Veterinary Group.
- All statements I have made in this application or furnished to The Santa Barbara Veterinary Group in the form of a resume or other documents are true. I understand that any false representations, misrepresentations or misleading statements made by me in this application or in connection with my physical condition and medical examination will be grounds for the rejection of this application or for my dismissal from employment.
- I understand that the company may investigate my driving record and my criminal record and that an investigative consumer report may be prepared whereby information is obtained through personal interviews with my neighbors, friends, personal references, and others with whom I am acquainted. This inquiry includes information as to my character, general reputation, mode of living and personal characteristics. I understand that I have the right to make a written inquiry within a reasonable period of time to receive additional detailed information about the nature and scope of this investigation. I further understand that SBVG may contact my previous employers and I authorize those employers to disclose to SBVG all records and information pertinent to my employment with them. In addition to authorizing the release of any information regarding my employment, I hereby fully waive any rights or claims I have or may have against The Santa Barbara Veterinary Group and my former employers, their agents, employees, and representatives, as well as other individuals who release information to SBVG, and release them from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable to me. I authorize the persons named herein as personal references to provide SBVG with any pertinent information they may have regarding myself.
- I have been given an opportunity to ask questions regarding company rules and my potential status as an employee-at-will. No representative of The Santa Barbara Veterinary Group has made any promises or other statements to me that imply that I will be employed under any other terms than stated above.
- I understand this application is current for only 60 days. At the conclusion of that time, I will complete another application if I wish to be considered for other employment opportunities with The Santa Barbara Veterinary Group.

**I have read, acknowledge, understand and agree to each of the above statements:**

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

Thank you for your interest in employment with The Santa Barbara Veterinary Group. The Santa Barbara Veterinary Group is an equal opportunity employer. We comply with all federal, state, and/or local laws that prohibit discrimination on the basis of race, color, national origin or ancestry, sex, religion, age (for persons over 40), marital status, sexual or gender orientation, mental or physical disability, veteran status, medical condition including genetic characteristics, pregnancy or any other characteristic protected by state or federal law. Information used in this application will not be used to discriminate against an individual.