



Employment Application

The Choice of Professionals

Last Name _____ First Name _____ Middle Initial _____ Date of Birth _____

Other names by which you have been known for (for date verification and reference checking purposes) _____ Social Security Number _____

Home Phone _____ Business Phone _____ E-mail Address _____

Permanent Address _____ City _____ State _____ Zip Code _____

Previous Address (if at current address less than 5 years) _____ Driver's License Number/State _____

If you are not a citizen of the United States, are you eligible to work in the U.S and would you be able to provide the necessary documents of proof of the legal right to work upon hire? Yes No

Are you under 18? Yes No If you are under 18 and still in high school, you may be required to provide a work permit upon hire.

Instructions for answering the following question regarding your criminal record history:

A. All applicants: Do not respond "yes" concerning the following: arrests or detentions that did not result in conviction; referrals to, and participation in, any pretrial or post-trial diversion program; marijuana related convictions more than ten years old; convictions for which the record has been judicially ordered sealed, expunged, or statutorily eradicated; convictions that occurred more than ten (10) years ago; misdemeanor convictions for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed; and first convictions for misdemeanors of drunkenness, simple assault, speeding, minor traffic violations, or disturbances of the peace or misdemeanor convictions where five (5) or more years have elapsed between the application date and the date of conviction or completion of incarceration, whichever is later.

B. Massachusetts applicants: An applicant for employment with a sealed record on file with the commissioner of probation may answer "no" with respect to an inquiry herein relative to prior arrests, criminal court appearances or convictions. An applicant for employment with a sealed record on file with the commissioner of probation may answer "no" to an inquiry herein relative to prior arrests or criminal court appearances. In addition, any applicant for employment may answer "no" with respect to any inquiry relative to prior arrests, court appearances, and adjudications in all cases of delinquency or as a child in need of services in which did not result in a complaint transferred to the superior court for criminal prosecution.

Have you ever been convicted of a crime? Yes No

If YES, what was (were) the offense(s)?

Date(s) and place(s) of conviction _____ A CONVICTION RECORD WILL NOT NECESSARILY BE A BAR TO EMPLOYMENT. Factors such as age at the time of the offense, type of offense and relevance to the job for which you are applying, seriousness and nature of the offense, and rehabilitation will be taken into account.

How did you hear about this career opportunity? DWG website Other website (specify below) Advertisement (specify publication below) Agency (specify below) Self Recruiter (specify below) Employee Referral (specify below) Other (specify below)

Name of Referral Source

Have you ever been employed or contracted with DWG? Yes No Full-Time Contractor

If so, when?

What position did you hold? _____ Manager

Employment Interest

Position Desired _____ Salary Desired _____ Date Available _____

Have you interviewed for another position at DWG? Yes No

If so, when?

Education and Training

Indicate last level completed: High School _____ College or University _____ Graduate School _____

Name of High School, Technical School, and College	City, State	Major	Degree	Month/Year of Graduation

Additional education, vocational, professional, military or other information you feel may be helpful to us in considering your application:

Education and Training

Please list most recent employer first.

Company Name _____ Street Address _____

City _____ State _____ Zip Code _____ May we contact employer Yes No

Starting Job title _____ Final Job title _____

Supervisor's Name and Title _____ Phone _____

Reason for Leaving _____

Dates of Employment _____

From (mo/yr) _____ From (mo/yr) _____

Job Duties _____ Starting Rate of Pay (\$) _____ Ending Rate of Pay (\$) _____

Company Name _____ Street Address _____

City _____ State _____ Zip Code _____ May we contact employer Yes No

Starting Job title _____ Final Job title _____

Supervisor's Name and Title _____ Phone _____

Reason for Leaving _____

Dates of Employment _____

From (mo/yr) _____ From (mo/yr) _____

Job Duties _____ Starting Rate of Pay (\$) _____ Ending Rate of Pay (\$) _____

Company Name _____ Street Address _____

City _____ State _____ Zip Code _____ May we contact employer Yes No

Starting Job title _____ Final Job title _____

Supervisor's Name and Title _____ Phone _____

Reason for Leaving _____

Dates of Employment _____

From (mo/yr) _____ From (mo/yr) _____

Job Duties _____ Starting Rate of Pay (\$) _____ Ending Rate of Pay (\$) _____

Business Reference Date

Please list at least one present or former manager

Name	Email Address	Phone	Business Relationship
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Read Carefully and Sign

I certify that the information contained in this application is correct to the best of my knowledge, and I understand that any misstatement or omission of information is grounds for ending the hiring process or dismissal. I authorize verification of information provided on this application; and authorize the references listed above to give you all pertinent information concerning my previous employment; and release all parties from all liability for any damage that may result from furnishing same to DWG. In consideration of my employment, I agree to conform to the rules and regulations of Digital Watchguard Incorporated. I further agree that either I or the Company may terminate my employment with or without cause and with or without prior notice, at any time. Finally, I understand that no representative of the Company other than an Executive Officer has the authority to enter into any agreement for employment for any specified period of time, or to otherwise alter the foregoing.

Signature Field

Date/Time Field

DISCLOSURE AND AUTHORIZATION FOR BACKGROUND INVESTIGATION

I hereby authorize DWG ("Company") and/or any entity directed by Company to obtain an investigative consumer report and/or consumer credit report for employment purposes, including in connection with my application for employment. An "investigative consumer report" includes any information as to your character, general reputation, personal characteristics, or mode of living. A "consumer credit report" includes any information regarding your credit worthiness, credit ucatational background; work history; personal financial status and credit history; court records, including criminal conviction record, as permitted by law; driving history; verifications of Social Security number; and references obtained from professional and personal associates. I further understand and agree that an investigative consumer report and/or consumer credit report may be obtained at any time, and any number of times, as Company in its sole discretion determines is necessary before, during or after my employment.

I hereby authorize all previous employers, educational institutions, consumer reporting agencies and other persons or entities having information about me to provide such information to Company or other entity that obtains information for Company. I further fully release Company, its employees, officers, directors, agents, successors and assigns, and all other parties involved in this background investigation, including but not limited to investigators, credit agencies and those companies or individuals who provide information to Company concerning me, from any claims or actions for any liability whatsoever related to the process or results of the background investigation.

I understand that an offer of employment is contingent upon the outcome of my background check, and that this Disclosure and Authorization is not an offer for employment by Company or a contract for employment with Company. I further understand Company operates under an AT-WILL EMPLOYMENT POLICY and this Authorization does not alter or affect that policy in any manner whatsoever.

Dated

(Applicant Signature)

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(Print Name)

How to Submit:

1. Fill in all required content
2. Click File > Save as > PDF
3. Attach PDF file to e-mail
4. Add subject "DWG Employment Application" to e-mail.
5. Send to hr@dwgsecurity.com

or

Fill out and Fax to (516)-933-4910