LEM Products Distribution LLC
4440 Muhlhauser Road
Suite 300
West Chester, OH 45011

EMPLOYMENT APPLICATION

LEM Products Distribution LLC considers all applicants based upon personal capabilities and qualifications without regard to race, color, religion, sex (including sexual orientation and gender identity), age, national origin, disability, or any other protected characteristic as established by law.

SECTION A: PERSONAL INFORMATION

Complete all ***applicable information***

Position Applied For	Date of Application

Last Name	First Name	Middle Name

Address	Street	City	State	Zip

Telephone Number (Primary)	Telephone Number (Alternate)

SECTION B: GENERAL

Are you interested in: ❑ Full-Time ❑ Part-Time ❑ Temporary

If offered a position, when are you available to start _____/_____/____	Desired Annual Salary/Wages

How were you referred to us?

❑ Job News
❑ Road Sign
❑ Friend/Relative: _____
❑ Personal Inquiry
❑ Craigslist
❑ Ohio Means Jobs/Workforce One
❑ Other: _____

Are you legally authorized to work in the United States? ❑ Yes ❑ No

If hired, can you provide proof of your eligibility to work in the United States? ❑ Yes ❑ No

Are you 18 years of age or older? ❑ Yes ❑ No

Have you had any criminal convictions within the past 7 years? ❑ Yes ❑ No
(A yes answer will not automatically disqualify you from employment.)

If yes, please list: _____

_____

Have you ever applied for employment with LEM Products Distribution LLC before? ❑ Yes ❑ No
If yes, please provide the date: _____/_____/_____

Has the company ever employed you before? ❑ Yes ❑ No
If yes, please provide the date: _____/_____/_____

Are you available to work overtime? ❑ Yes ❑ No

Do you have any friends or relatives working at LEM Products Distribution LLC? ❑ Yes ❑ No

If yes, who? _____

Do you have a reliable means of transportation to and from work? ❑ Yes ❑ No

Driving Positions Only

Do you have a valid driver's license? ❑ Yes ❑ No

SECTION C: EDUCATION

School	Name and Location	Course of Study	Years Completed	Diploma/ Degree
High School			1 2 3 4	
College			1 2 3 4	
Graduate School			1 2 3 4	
Other (Specify)			1 2 3 4	

SECTION D: MILITARY SERVICE

Were you in the U.S. Military? ❑ Yes ❑ No	If yes, what branch?
Rank at the time of discharge	Have you had any job related training in the military? ❑ Yes ❑ No
If yes, please describe.	

SECTON E: EMPLOYMENT HISTORY *List your last three employers, starting with your most recent one first.*

Name of Company	Address	
Supervisor	Title of Supervisor	Phone
Last Position	Duties	

Dates Employed		Wage/Salary		Other Compensation	
From	To	Starting	Final	Bonus	Commission

Reason for Leaving

Name of Company	Address	
Supervisor	Title of Supervisor	Phone
Last Position	Duties	

Dates Employed		Wage/Salary		Other Compensation	
From	To	Starting	Final	Bonus	Commission

Reason for Leaving

Name of Company	Address	
Supervisor	Title of Supervisor	Phone
Last Position	Duties	

Dates Employed		Wage/Salary		Other Compensation	
From	To	Starting	Final	Bonus	Commission

Reason for Leaving

SECTON F: PERSONAL/PROFESSIONAL REFERENCES

(Do not include family members or past supervisors)

Name	Phone Number	Best Time to Call	Occupation

SECTION G: *Please provide an explanation of any gaps in your employment.*

SECTION H: ***Please rank your skill set with the following computer programs.***				
Microsoft Excel	❑ Advanced	❑ Intermediate	❑ Beginner	❑ No Experience
Microsoft Word	❑ Advanced	❑ Intermediate	❑ Beginner	❑ No Experience
Please list all other computer programs you have experience with and describe your skill set.				

SECTION H: *Please describe any training or specialized skills.*

SECTION I: APPLICANT'S STATEMENT *Please read the following statements carefully.*

I, the undersigned, understand that I am being considered as a potential employee of LEM Products Distribution LLC and hereby certify that:

1. In consideration of my employment, I agree to conform to the policies and procedures of the Company. I understand that in accepting this application, LEM Products Distribution LLC is in no way obligated to provide me with employment and that I am not obligated to accept employment if offered.

2. I understand that if I am hired, such hiring will not be for any definite period of time. Furthermore, I understand, that if I am hired, I will be an employee at-will and I can be terminated at any time, with or without cause and with or without notice.

3. I understand that my status as an at-will employee, and the terms and conditions of that employment cannot be changed except in writing and signed by the President of LEM Products Distribution LLC.

4. I certify that the facts contained in this application are true and complete to the best of my knowledge. I understand that any falsified statements on this application or omission of fact on either this application or during the pre-employment process will result in my application being rejected, or, if I am hired, in my employment being terminated.

5. I also understand that any offer of employment is conditioned on the completion of pre-employment tests and documentation. I will, upon request, sign all necessary consent forms.

_____ Signature of Applicant	_____/_____/_____ Date

OFFICE USE ONLY

Applicant Hired: ☐ Yes ☐ No If yes, start date: _____

Starting Salary /Wage: $_____ / per year/hour

Acknowledgement of Ability to Perform Physical Demands of WAREHOUSE ASSOCIATE

LEM Products Distribution LLC requires every applicant to have the ability to perform the physical demands of the position for which they are applying.

Provided below are the physical demands for the Warehouse Associate position. The purpose of this document is to ensure that potential candidates, at the time of hire, understand that they must have the necessary ability to perform these job requirements.

To be considered for employment with LEM Products Distribution LLC you must read and acknowledge the physical demands listed.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

The physical demands of this position require the ability to communicate orally and in writing and hear at a conversation level, use both hands and legs and vision to distinguish basic shades, colors and depth perception.

While performing the duties of this job, the employee will be required to continuously (67 to 100% time on job) required to stand, walk, stoop and bend repeatedly, twist while rotating at the waist, kneel, reach as well as use hands and fingers with gripping pressure to grab products. The employee will occasionally (6-33 time on job) be required to climb stairs or ladders and rarely (1% or less of time on job) be required to sit, crawl, pull in a hand over hand motion, and have wrists in prolonged positions of flexion or extension.

The lifting and carrying requirements of the job are moderate to heavy and require the employee to continuously (67 to 100% time on job) push up to 100 lbs for up to 200 yards with the assistance of a cart or pallet jack and frequently (34-66% time on job) lift and carry up to 50 lbs. for up to 10 ft, pull up to an estimated 1000 lbs. for up to 50 yards with the assistance of a cart or pallet jack.

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

The employee will continuously (67 to 100% time on job) work indoors in a temperature regulated warehouse facility and occasionally (6-33% time on job) be required to work alone, around moving vehicles and with ladders. The employee will rarely (1% of time or less) be required to work in heat over 90 degrees, with motor grease, and with hands in water.

Applicant Acknowledgement

I have read this document and understand the physical abilities required of me to successfully perform the requirements of the job for which I am applying.

I can perform each of these requirements with or without reasonable accommodation.

_____ _____/_____/_____

Signature of Applicant Date

_____

Applicant Printed Name