

Employment Application

The information given on this form is solely for the use of Sempre Avant, LLC (Parent company of: Packaging Service Co., Inc; Frontier; SolvChem, Inc. and SolvChem International) and will be held in the strictest confidence. It will be to the applicant's advantage to answer each question fully and accurately. The use of this form does not indicate that there are any positions open and does not obligate the Company in any way.

Date: _____

Please Print and Sign

Personal	Last Name	First	Middle	Email Address
	Present Address - Street	City, State	Zip Code	Contact Telephone Number
	Alternate Address - Street	City, State	Zip Code	Alternate Telephone Number
	Referred by:	Date Available for Employment	Eligible to Work in United States? Yes No	
	Position (s) Applied For:	Starting Salary Desired	Geographical Locations Preferred	
	Are you willing to: Travel? Yes No	Work Overtime? Yes No	Transfer? Yes No	
	Are you at least 18 years of age? Yes No	Have you previously worked for our company? Yes No		

Must be completed in its entirety, including salary information

Employment Background	1. Present (or last) Company Name	Address	City, State	Phone #
	Dates	Starting Base Salary	Ending Base Salary	May we contact? Yes No
	Job Title	Supervisor	Reason for Leaving	
	Brief description of duties (include number of people supervised, if applicable)			
	2. Previous Company Name	Address	City, State	Phone #
	Dates	Starting Base Salary	Ending Base Salary	
	Job Title	Supervisor	Reason for Leaving	
	Brief description of duties (include number of people supervised, if applicable)			
	3. Previous Company Name	Address	City, State	Phone #
	Dates	Starting Base Salary	Ending Base Salary	
	Job Title	Supervisor	Reason for Leaving	
	Brief description of duties (include number of people supervised, if applicable)			

Education	Schools Attended and Location	Dates Attended		Major	Type of Degree	Grade Average		Date of Graduation
		From	To			Overall	Major	
	High School				Diploma or GED Yes No			
	College							
	College							
	College							
Special Awards or recognitions					*If no degree obtained, indicate number of college credit hours completed			

Military	Active Duty Branch	Dates of Active Duty	Highest Rank Attained
	Reserve Status	Reserve Branch	

Criminal	Have you ever plead guilty or nolo contendere (no contest), received deferred adjudication, received probation, court ordered community supervision, pre-trial diversion, or been convicted of any criminal offense (felonies and misdemeanors) other than minor traffic citations?	Yes	No
		If Yes, please list the date, nature, locations, and disposition.	

Skills	List office skills, trades, abilities or license certifications that may be beneficial in the job for which you are applying.
	Foreign Languages: _____ Degree of Proficiency: _____ Speak Read Write

References	List three professional references most familiar with your abilities (supervisors preferred).				
	Name and Association	Occupation	Address	Phone Number	Years Known
	Name and Association	Occupation	Address	Phone Number	Years Known
	Name and Association	Occupation	Address	Phone Number	Years Known

APPLICANT'S STATEMENT (Applicant must review and sign below.)

I affirm that I have read and fully completed both sides of this application and all information as written above is true and correct, and I acknowledge that I may be terminated at any time if any information I supply is false. I acknowledge that this application will remain active for no more than 45 days. If I wish to be considered for employment after this 45 day period, I will reapply. I understand that if I am hired I will be considered an "at-will" employee. This "at will" nature means that I may resign at any time and that Sempre Avant, LLC. may discharge me at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of Sempre Avant, LLC.

I authorize the references listed on this application to give you any and all information concerning my previous employment and pertinent information they may have, personal or otherwise, and release all parties from all liability for any damage that may result from furnishing same to you.

I hereby grant Sempre Avant, LLC. the right and privilege to withhold, retain or deduct an amount up to and including the total amount of indebtedness, advances, charges for personal purchase on Company accounts, or any other amounts owed to Sempre Avant, LLC., or any of its affiliates, subsidiaries, or divisions, from any salary, wages, commissions, or any other debt owed to me by the Company.

I understand that I am required to abide by all rules and regulations of the Company. I acknowledge that these policies and procedures, and any benefits or other terms and conditions of my employment, may be changed, interpreted, withdrawn or added to by the Company at any time without prior notice to me.

Applicant's Name:

Signature: