



APPLICATION FOR EMPLOYMENT

Christian Care Communities & Services strongly believes in equal employment for everyone and is committed to provide a discrimination-free workplace for all applicants and teammates. Christian Care Communities & Services prohibits discrimination and pledge our full support to equal employment opportunity for all people, regardless of age, race, color, gender, national origin, disability, or other protected status.

This application form has been objectively analyzed for possible discrimination against people of any protected class, to ensure the elimination of wording that could have an adverse impact if not strictly job-related and a business necessity. Christian Care Communities & Services shall make every reasonable effort to accommodate physical or mental limitations of applicants and teammates to assist them in performing the essential functions of the job position. Applicants and teammates are encouraged to request a reasonable accommodation at any time.

Please complete the entire application. Please print, except where indicated to sign. Please request assistance or an accommodation if desired to help you complete this form.

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Last Name, First Name: | Social Security Number: |
| Address: | Telephone Number: |
| Email Address: | Referred By: |
| Desired Position: | Desired Shift: |
| Check all that apply: <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> PRN (As Needed) | Are you legally eligible to work in the United States on an unrestricted basis? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Have you ever been convicted of a felony? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please indicate date and conviction type: | Are there any days of the week or shifts that you will not or are unable to work? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please enter those days/shifts here: |
| <i>Please note that prior to employment, CHRISTIAN CARE COMMUNITIES & SERVICES is required by law to conduct criminal background checks on all new hires and is prohibited from employing individuals with certain convictions.</i> | |

EDUCATION:

| Name & Location of School | Field of Study | Did you graduate? Y/N |
|---------------------------|----------------|-----------------------|
| High School: | | |
| College/University: | | |
| College/University: | | |
| Trade School: | | |
| Other: | | |

PROFESSIONAL LICENSE AND/OR CERTIFICATION:

| Type | Issuing Body | Date Obtained | Date of Expiration |
|------|--------------|---------------|--------------------|
| | | | |
| | | | |
| | | | |

WORK HISTORY:

| Name & Address of Employer | Position Held & Last Salary | Dates Worked | Are you currently employed by this employer? Y/N |
|----------------------------|-----------------------------|--------------|--------------------------------------------------|
| | | | |
| | | | |
| | | | |

REVIEW OF JOB POSTING/DESCRIPTION: (Please answer after reviewing the essential functions of the job.)

Can you perform the essential functions of this job with or without reasonable accommodations?

_____ Yes _____ No If no, what accommodations will be requested?

APPLICANT CERTIFICATION:

Please read the below statements carefully and ask for assistance or accommodations if you have any questions or do not understand any part of this application form.

- I attest that all information given on this application is true, correct, and complete.
- I understand that misrepresentation or omission of facts will be cause for cancellation of my consideration for employment with Christian Care Communities & Services.
- I understand this is an application for employment and not an employment contract.
- I understand that if offered a position with Christian Care Communities & Services, I must undergo pre-employment testing, including, but not limited to, criminal history/background investigation, drug screening, Employee Misconduct Registry investigation, Nurse Aide Registry investigation, Office of the Inspector General Investigation, and prior work history investigation.
- I understand that if hired, I must adhere to Christian Care Communities & Services' policies, including medical-related requirements, such as TB testing and Covid-19 testing and vaccination requirements, as permitted or required by law.
- I authorize Christian Care Communities & Services and its designated representatives to investigate any information contained in this application.

I have read the above statements, acknowledge them, and agree.

Applicant Signature

Date

APPLICANT AFFIDAVIT- CRIMINAL HISTORY CHECK
TEXAS HEALTH AND SAFETY CODE
TITLE 4, CHAPTER 250

State Law and the Texas Department of Aging and Disability Services require that this facility conduct a criminal background check on all persons employed or seeking employment. This facility will conduct this criminal background check and abide by the requirements for confidentiality of such information. The following offenses are a bar to employment:

(a) A person for whom the facility or the individual employer is entitled to obtain criminal history record information may not be employed in a facility or by an individual employer if the person has been convicted of an offense listed in this subsection:

- (1) an offense under Chapter 19, Penal Code (criminal homicide);
- (2) an offense under Chapter 20, Penal Code (kidnapping, unlawful restraint, and smuggling of persons);
- (3) an offense under Section 21.02, Penal Code (continuous sexual abuse of young child or disabled individual), or Section 21.11, Penal Code (indecentcy with a child);
- (4) an offense under Section 22.011, Penal Code (sexual assault);
- (5) an offense under Section 22.02, Penal Code (aggravated assault);
- (6) an offense under Section 22.04, Penal Code (injury to a child, elderly individual, or disabled individual);
- (7) an offense under Section 22.041, Penal Code (abandoning or endangering child);
- (8) an offense under Section 22.08, Penal Code (aiding suicide);
- (9) an offense under Section 25.031, Penal Code (agreement to abduct from custody);
- (10) an offense under Section 25.08, Penal Code (sale or purchase of child);
- (11) an offense under Section 28.02, Penal Code (arson);
- (12) an offense under Section 29.02, Penal Code (robbery);
- (13) an offense under Section 29.03, Penal Code (aggravated robbery);
- (14) an offense under Section 21.08, Penal Code (indecent exposure);
- (15) an offense under Section 21.12, Penal Code (improper relationship between educator and student);
- (16) an offense under Section 21.15, Penal Code (invasive visual recording);
- (17) an offense under Section 22.05, Penal Code (deadly conduct);
- (18) an offense under Section 22.021, Penal Code (aggravated sexual assault);
- (19) an offense under Section 22.07, Penal Code (terroristic threat);
- (20) an offense under Section 32.53, Penal Code (exploitation of child, elderly individual, or disabled individual);
- (21) an offense under Section 33.021, Penal Code (online solicitation of a minor);
- (22) an offense under Section 34.02, Penal Code (money laundering);
- (23) an offense under Section 35A.02, Penal Code (health care fraud);
- (24) an offense under Section 36.06, Penal Code (obstruction or retaliation);
- (25) an offense under Section 42.09, Penal Code (cruelty to livestock animals), or under Section 42.092, Penal Code (cruelty to nonlivestock animals); or
- (26) a conviction under the laws of another state, federal law, or the Uniform Code of Military Justice for an offense containing elements that are substantially similar to the elements of an offense listed by this subsection.

(b) A person may not be employed in a position the duties of which involve direct contact with a consumer in a facility or may not be employed by an individual employer before the fifth anniversary of the date the person is convicted of:

- (1) an offense under Section 22.01, Penal Code (assault), that is punishable as a Class A misdemeanor or as a felony;
- (2) an offense under Section 30.02, Penal Code (burglary);
- (3) an offense under Chapter 31, Penal Code (theft), that is punishable as a felony;
- (4) an offense under Section 32.45, Penal Code (misapplication of fiduciary property or property of financial institution), that is punishable as a Class A misdemeanor or a felony;
- (5) an offense under Section 32.46, Penal Code (fraudulent securing of document execution), that is punishable as a Class A misdemeanor or a felony;
- (6) an offense under Section 37.12, Penal Code (false identification as peace officer; misrepresentation of property); or
- (7) an offense under Section 42.01(a)(7), (8), or (9), Penal Code (disorderly conduct).

(c) In addition to the prohibitions on employment prescribed by Subsections (a) and (b), a person for whom a facility licensed under Chapter 242 or 247 is entitled to obtain criminal history record information may not be employed in a facility licensed under Chapter 242 or 247 if the person has been convicted:

- (1) of an offense under Section 30.02, Penal Code (burglary); or
- (2) under the laws of another state, federal law, or the Uniform Code of Military Justice for an offense containing elements that are substantially similar to the elements of an offense under Section 30.02, Penal Code.

(d) For purposes of this section, a person who is placed on deferred adjudication community supervision for an offense listed in this section, successfully completes the period of deferred adjudication community supervision, and receives a dismissal and discharge in accordance with Article 42A.111, Code of Criminal Procedure, is not considered convicted of the offense for which the person received deferred adjudication community supervision.

APPLICANT

I have read this document and have been given an opportunity to ask any questions about any part that I do not understand. I hereby affirm that I have no convictions of an offense listed above which would bar employment and acknowledge that a criminal history check will be submitted to the Texas Department of Aging and Disability Services as required by law. I further understand that other offenses are a potential bar to employment under either state law and/or the employment policies of this facility and that my statement in this affidavit in no way limits my disclosure of other criminal offenses as may be required to be disclosed by Christian Care Communities & Services. I also understand that any incomplete information, or misrepresentation, including by omission, on this form or on the facility employment application may be considered grounds for immediate termination.

| | |
|-----------|------|
| APPLICANT | DATE |
|-----------|------|

RELEASE OF EMPLOYMENT RECORDS

I, _____, hereby authorize Christian Care Communities & Services and it's representatives to investigate all facts contained in my application for employment with said facility, and authorize the release of any and all information by my present and past employers, wherever located, which may be required for a reference check. I further authorize all of my previous employers and current employer to give any and all information concerning my employment and any other pertinent information which said employers may have, personal or otherwise, and I release all parties from all liabilities for any damages which may result from furnishing said information. I understand and agree that, if hired, my employment is for no definite period of time, and that I may be termination at any time without prior notice. A copy of this release shall be as valid as the original.

| | |
|-----------|------|
| APPLICANT | DATE |
|-----------|------|

