

NATURE'S KENNEL APPLICATION FOR EMPLOYMENT

MAIL TO: 321 West McMillan Ave., Newberry MI 49868 Phone: (906) 748-0513 Email: info@natureskennel.com

Application may be mailed or emailed. Resume and cover letter are also welcomed but not required.

Nature's Kennel provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, national origin, age, color, religion, gender, sexual orientation, disability, marital status, veteran status, or any other protected characteristic in accordance with federal, state, and local laws.

Name: _____
Last First Middle

Address: _____
Street City State Zip

Email: _____ Phone: _____ - _____ - _____

Do you have legal right to accept employment in the US? _____ Yes _____ No

Have you been convicted with a felony or misdemeanor in the last ten years? _____ Yes _____ No
(A conviction record will not necessarily disqualify an applicant from employment. The following factors will be taken into account: job relations, age and time of the offense, seriousness and nature of violation, and rehabilitation.)

If yes, please describe below:

Due to the nature of the position and the requirement of overnight supervision of guests, we ask the age of applicant:

Are you at least 22 years of age or older? _____ Yes _____ No (If you answer no, please answer the next question.)

Are you at least 19 years of age or older? _____ Yes _____ No

Are you able to operate a vehicle in Canada? _____ Yes (This means that you have not had prior drunk driving or drug related convictions.) _____ No

Answering no to these questions will not necessarily disqualify an applicant from employment.

Our winter season runs October 1 through May 1.

Please list the earliest date you are available for work: _____

Would you be interested in year-round employment: winter guiding at Nature's Kennel and summer sled dog tours in Juneau, Alaska? _____

Are there any dates you are unable to work during the winter season? _____

EDUCATION

Schools/Colleges Attended	# Years	GPA	Degree/Diploma

MILITARY SERVICE _____ Yes _____ No

EMPLOYMENT/WORK EXPERIENCE

**While we appreciate the receipt of your resume, we still need this section to be completed on the application.
Please start with your present or most recent position.**

Employer: _____

Job Title: _____ Salary: _____ Supervisor: _____

Street Address: _____

City/State/Zip: _____ Phone: _____

Describe Duties/Responsibilities/Accomplishments:

Reason for Leaving: _____

Dates of Employment (Month/Year) From: _____ To: _____

Is it OK to contact this employer regarding this application? _____ Yes _____ No

Employer: _____

Job Title: _____ Salary: _____ Supervisor: _____

Street Address: _____

City/State/Zip: _____ Phone: _____

Describe Duties/Responsibilities/Accomplishments:

Reason for Leaving: _____

Dates of Employment (Month/Year) From: _____ To: _____

Is it OK to contact this employer regarding this application? _____ Yes _____ No

Employer: _____

Job Title: _____ Salary: _____ Supervisor: _____

Street Address: _____

City/State/Zip: _____ Phone: _____

Describe Duties/Responsibilities/Accomplishments:

Reason for Leaving: _____

Dates of Employment (Month/Year) From: _____ To: _____

Is it OK to contact this employer regarding this application? _____ Yes _____ No

Which of your past jobs did you like the most? _____

Why? _____

Which of your past jobs did you like the least? _____

Why? _____

REFERENCES

Please list three references. We prefer at least two work related references. Please make sure phone numbers and email addresses are correct.

Name:_____

Email: _____ **Years Known:** _____ **Relationship to You:** _____

Phone number and Time Zone:

Name: _____

Email: _____ **Years Known:** _____ **Relationship to You:** _____

Phone number and Time Zone:

Name: _____

Email: _____ **Years Known:** _____ **Relationship to You:** _____

Phone number and Time Zone:

SPECIAL SKILLS

Please describe, in detail, any special skills or qualifications related this position.

[illegible]

Please list any others skills or knowledge you may have that are not necessarily related to your desired position (computers, machinery, etc.).

[illegible]

Please check any of the following certificates or licenses you have:

- | | |
|--|--|
| <input type="checkbox"/> CPR Certification | Expiration Date: _____ |
| <input type="checkbox"/> First Aid Certification | Expiration Date: _____ |
| <input type="checkbox"/> Valid Driver's License | Issuing State and Expiration Date: _____ |
| <input type="checkbox"/> Wilderness First Responder: | Expiration Date: _____ |
| Or above Certification: | Expiration Date: _____ |
| | _____ |

Please list any driving violations incurred in the last two years:

How did you learn about this job opportunity?

Why do you want to work for Nature's Kennel?

Nature's Kennel is a drug-free company. Understand that random drug testing may be implemented at any time, and employees are required to comply or face immediate termination. The use, possession, manufacture, distribution, and/or sale of drugs on the company premises is grounds for immediate termination of employment. A positive test result is also grounds for immediate termination.

Nature's Kennel has a **"No Smoking" and "No Alcohol"** policy for employees as follows: **Smoking and alcohol are not allowed on company property. Smoking and alcohol products are never allowed inside company cabins and housing. Company property is defined as the following: kennel buildings (inside/outside), guide housing, dog yard, winter camp/Musher's Village, company vehicles, and all land owned by Nature's Kennel.** This means that alcohol and cigarettes/cigars are NOT allowed on property. The use or possession of such products on company premises is grounds for immediate termination of employment. **Understand that you may be living and working on company property 24 hours a day/6 days a week and smoking/alcohol consumption is NOT ALLOWED.**

We provide room and board to our staff. "Board" consists of basic food that is stored and prepared in a communal setting. We strive to provide food that is healthy and nutritious, but cannot accommodate specialty diets (vegan, gluten-free, organic foods).

All of our positions have interactions with animals (dogs). Therefore, we are unable to accommodate, without undue hardship, those with allergies to dogs.



By initialing here, I understand Nature's Kennel is a drug free company. Nature's Kennel does not allow smoking or alcohol on company property. Nature's Kennel cannot accommodate specialty diets or those with allergies to dogs.

Initials

Our staff positions are physically demanding. They are required to perform specific physical tasks that are required for the positions. These tasks include, but are not limited to, the following:

- Carrying 5 gallon buckets filled with water and/or food around dog lots ranging from 20-100 yards
- Handle physically strong dogs that can individually pull up to approximately 150 lbs.
- Have the ability to frequently lift and carry up to 65 lbs. Our guide staff must have the ability to lift

and carry dogs as often as needed.

- Guide staff positions require employees to possess cardiovascular endurance because the staff must be able to get from one point to another very quickly.



_____ **By initialing here, I understand the physical requirements of guide staff.**

Initials

If there is any additional information you would like to share with us, please do so here.

*****Questions regarding any of the following statements should be directed to Nature's Kennel prior to signing below.*****

BY SIGNING BELOW, I CERTIFY THAT ALL ANSWERS GIVEN BY ME ARE TRUE, ACCURATE, AND COMPLETE. I UNDERSTAND THAT THE FALSIFICATION, MISREPRESENTATION, OR OMISSION OF FACT ON THE APPLICATION (OR ANY OTHER ACCOMPANYING DOCUMENT) OR DURING AN INTERVIEW WILL BE CAUSE FOR DENIAL OF EMPLOYMENT OR IMMEDIATE TERMINATION OF EMPLOYMENT, REGARDLESS OF WHEN OR HOW IT IS DISCOVERED.

By signing below, I acknowledge that Nature's Kennel conducts reference checks as part of the recruitment process.

By signing below, I authorize the investigation of all statements and information contained in this application. I release from all liability anyone supplying such information, and I also release the employer from all liability that might result from an investigation.

By signing below, I acknowledge my understanding that if I am hired, I am expected to abide by all of the rules and regulations set forth by Nature's Kennel. My signature indicates that I agree to do so, and I understand my failure to do so is grounds for immediate termination.

By signing below, I acknowledge I understand that the state of Michigan is an employment-at-will state. I understand that my employment can be terminated with or without cause, with or without notice, and/or with or without reason at any time, at the option of either myself or the company.

By signing below, I acknowledge that Nature's Kennel is a drug-free company. I also understand random drug testing may be implemented at any time, and I am willing to comply. I understand the use, possession, manufacture, distribution, and/or sale of drugs on the company premises is grounds for immediate termination of employment. I understand a positive test result is grounds for immediate termination, and I understand the unwillingness to comply is also grounds for immediate termination.

By signing below, I acknowledge that Nature's Kennel has a "No Smoking" and "No Alcohol" policy for employee. My signature indicates that I agree to abide by this policy. I understand that my failure to do so is grounds for immediate termination.

All applications will be given every consideration for employment. However, its receipt does not imply that the applicant will be employed.

By signing below, I acknowledge that I have read and understand the above statements and grant Nature's Kennel permission to confirm that the information I provided to them on this application, as well as any supporting documents submitted by me, is true and accurate.

Applicant Signature: _____

Date: _____