



APPLICATION FOR EMPLOYMENT

Cbeyond is an equal opportunity employer. It is the policy of the Company not to discriminate in hiring and employment on the basis of age, race, color, religion, national origin, sex, sexual orientation, mental or physical disability or veteran status or any other category protected by applicable State or Federal law.

PERSONAL INFORMATION PLEASE PRINT AND COMPLETELY ANSWER ALL QUESTIONS

Date

Name:
First Middle Last

Other Names:
List other names records may be listed

Phone:
Home Work

Other contact number(s):

Email address:

Street address:
Apt

.....
City State Zip

Position applied for:
Title Full-time Part-time Short Term Shift

Desired salary range: Date available for work:

Have you ever been employed by Cbeyond? Yes No

IF YES, list last title and dates of employment:

Employment Source: Employee referral Internet
 Employment agency Job Fair
 Advertisement
 Other

Are you legally eligible to work in the United States? Yes No
(Proof of eligibility will be required upon offer of employment)

Are you age 18 or older? Yes No



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Have you ever been convicted of a crime? Yes No
(Exclude sealed convictions. A conviction will not necessarily disqualify you for employment.)

IF YES, complete the following:

Criminal offense(s):

Location(s):
State County Court

Date(s) and sentence(s):

.....

Do you have a valid driver's license? (For driving positions only.) Yes No

Have you been convicted of any moving violations in the past three years? (For driving positions only.) Yes No

Are you currently bound by any non-compete agreements? Yes No

Please explain:

.....

EDUCATION

Name of Institution	City/State	Major/Degree	Graduate	Year Received
..... High School / Vocational School	<input type="checkbox"/> Yes <input type="checkbox"/> No
..... College	<input type="checkbox"/> Yes <input type="checkbox"/> No
..... Graduate School	<input type="checkbox"/> Yes <input type="checkbox"/> No
..... Additional Education	<input type="checkbox"/> Yes <input type="checkbox"/> No

PROFESSIONAL LICENSES:

Type of License:	License #:	State Issued:	Expiration Date:
.....
.....
.....



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EMPLOYMENT

RESUME In addition to providing your employment history below, please attach a resume with the application for employment. By signing this application you verify that the information on the attached resume is complete & accurate.

CURRENT or most recent employer:

Position Title:
Salary

.....
City State Telephone Number

Dates of Employment - From: To:
Month Year Month Year

Supervisor: May We Contact: Yes No
Name Title Phone

Add'l Reference:
Name Title Phone

Reason for Leaving:

EMPLOYER #1

Position Title:
Salary

.....
City State Telephone Number

Dates of Employment - From: To:
Month Year Month Year

Supervisor: May We Contact: Yes No
Name Title Phone

Add'l Reference:
Name Title Phone

Reason for Leaving:

EMPLOYER #2

Position Title:
Salary

.....
City State Telephone Number

Dates of Employment - From: To:
Month Year Month Year

Supervisor: May We Contact: Yes No
Name Title Phone

Add'l Reference:
Name Title Phone

Reason for Leaving:



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Have you ever been terminated from any position for reasons other than a lay off, reduction in force, or resignation by mutual agreement?

Yes No If Yes, complete below

Company Name: Explain:

ADDITIONAL REFERENCES

In the spaces below, please provide the names of any additional professional references who will know your employment qualifications including supervisors, coworkers, professors or business colleagues.

Name	Position	Phone
.....

In the space below, briefly describe why you are interested in working for Cbeyond.

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.....
.....
.....

CERTIFICATION

I certify that the information given herein is true and complete to the best of my knowledge. I understand that any misrepresentations, omissions of facts or incomplete answers in any application document will disqualify me from further consideration for employment. I further understand that, if employed, any misrepresentations or omissions of facts in any application document can be cause for my dismissal at any time.

I understand that, if employed, my employment with the employer is not for a specific term and may be terminated by me or the Employer with or without notice or cause at any time. I further understand that no oral promise, Employer policy, custom, business practice or other procedures (including the employment aides or any personnel manuals) constitute an employment contract or modification of the at-will employment relationship between the Employer and me.

I further understand that I am responsible for being familiar with the Company's policies, rules and regulations, and understand that the Company has complete discretion to modify its policies, rules, regulations, and practices at anytime, to the extent permitted by federal and state law, except that it will not modify its policy of employment-at-will. By my continued employment with the Company, I consent to any such changes.

I authorize any party or agency contacted by this employer to furnish information related to statements contained in this application and/or resume. I hereby release, discharge and hold harmless, to the extent permitted by federal, state and local law, any party delivering information to the Company or its authorized representative pursuant to this authorization from any liability, claims, charges, or causes of action which I may have as a result of the delivery or disclosure of the above requested information. I hereby release from liability the employer and its representative for seeking such information and all other persons or organizations for furnishing such information.

I understand that all offers of employment are conditioned on the provision of satisfactory proof of an applicant identity and legal authority to work in the United States in accordance with the Immigration Reform and Collective Act of 1986.

I understand that, as a condition of employment and to the extent permitted by federal, state and local laws, I may be required to sign a confidentiality, non-compete and/or conflict of interest statement.

I acknowledge that this application will remain active for 90 days from this date. If I have not heard from Cbeyond at the conclusion of this 90 - day period, it is my responsibility to complete a new application if I still wish to be considered for employment by Cbeyond.

Signature Date