

# EMPLOYMENT APPLICATION



Ormat is an equal opportunity employer. All qualified applicants for employment with Ormat will receive consideration for employment without regard to race, sex, age, color, religion, marital status, sexual orientation, veteran status, status with regard to public assistance, source of income, national origin, citizenship status, disability, or any protected status. Employment with ORMAT shall be based solely on the Company's requirements and the individual's qualifications.

					TODAY'S DATE					
LAST NAME			FIRST		MIDDLE		OTHER NAMES KNOWN BY OR WORKED UNDER FOR REFERENCE CHECKING PURPOSES.			
PRESENT ADDRESS (STREET)				(CITY)		(STATE)		(ZIP)	TELEPHONE NO.	
POSITION APPLIED FOR		HOW DID YOU HEAR ABOUT THIS POSITION		DATE YOU CAN START WORK		WAGE REQUIRED		ARE YOU AT LEAST 18 YEARS OF AGE? <input type="checkbox"/> YES <input type="checkbox"/> NO		PREFER FULL TIME <input type="checkbox"/> PART TIME <input type="checkbox"/>
ARE YOU AVAILABLE ON WEEKENDS? <input type="checkbox"/> YES <input type="checkbox"/> NO		ARE YOU AVAILABLE TO WORK ANY SHIFT? IF NO, WHAT HOURS ARE YOU AVAILABLE TO WORK? INDICATE AM OR PM. <input type="checkbox"/> YES <input type="checkbox"/> NO _____ TO _____				HAVE YOU PREVIOUSLY WORKED FOR ORMAT? IF YES, LIST WHEN AND UNDER WHAT NAME? <input type="checkbox"/> YES <input type="checkbox"/> NO				

## EMPLOYMENT HISTORY

EMPLOYMENT DATES FROM _____ TO _____		LAST/PRESENT EMPLOYER							
POSITION TITLE		ADDRESS (STREET)			(CITY)		(STATE)		(ZIP)
MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO		WAGE		SUPERVISOR'S NAME			TITLE		TELEPHONE NO.
REASON FOR LEAVING				JOB DUTIES					

EMPLOYMENT DATES FROM _____ TO _____		PREVIOUS EMPLOYER							
POSITION TITLE		ADDRESS (STREET)			(CITY)		(STATE)		(ZIP)
MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO		WAGE		SUPERVISOR'S NAME			TITLE		TELEPHONE NO.
REASON FOR LEAVING				JOB DUTIES					

EMPLOYMENT DATES FROM _____ TO _____		PREVIOUS EMPLOYER							
POSITION TITLE		ADDRESS (STREET)			(CITY)		(STATE)		(ZIP)
MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO		WAGE		SUPERVISOR'S NAME			TITLE		TELEPHONE NO.
REASON FOR LEAVING				JOB DUTIES					

## EDUCATION

NAME AND ADDRESS OF SCHOOL	YEARS COMPLETED	TYPE OF COURSES TAKEN OR MAJOR	DEGREE	DID YOU GRADUATE?
HIGH SCHOOL				
COLLEGE				
GRADUATE WORK				
TRADE OR BUSINESS				
OTHER (CORRESPONDENCE COURSES, SEMINARS, WORKSHOPS)				

## JOB-RELATED SKILLS

LIST ANY JOB-RELATED EXPERIENCES OR SKILLS.

COMPLETE THIS SECTION IF YOU ARE APPLYING FOR A POSITION FOR WHICH DRIVING A VEHICLE IS NECESSARY FOR JOB PERFORMANCE.

DO YOU HAVE A VALID DRIVERS LICENSE?  YES  NO LICENSE NUMBER \_\_\_\_\_ ISSUING STATE \_\_\_\_\_

WITHIN THE PAST FIVE YEARS, HOW MANY TRAFFIC VIOLATIONS HAVE YOU RECEIVED? \_\_\_\_\_

## GENERAL

**Hawaii applicants:** Do not answer the following questions at this time. You will only have to answer these questions if you receive a conditional offer of employment.

Have you been convicted of a felony crime within the last seven (7) years involving dishonesty, fraud, possession of a weapon, violence, or use, possession, transportation or sale of an illegal or controlled substance? Do not include convictions that were sealed, eradicated, expunged, or convictions that resulted in a referral to a diversion program. **(For California applicants only:** Exclude convictions for marijuana related offenses for personal use that were more than two years ago.)  YES  NO If yes, please describe the nature of the crime, the date and place of conviction and the legal disposition of the case. \_\_\_\_\_

Have you been convicted of a misdemeanor crime within the last five (5) years involving dishonesty, fraud, possession of a weapon, violence, or use, possession, transportation or sale of an illegal or controlled substance? Do not include convictions that were sealed, eradicated, expunged, or convictions that resulted in a referral to a diversion program. **(For California applicants only:** Exclude convictions for marijuana related offenses for personal use that were more than two years ago.)  YES  NO If yes, please describe the nature of the crime, the date and place of conviction and the legal disposition of the case. \_\_\_\_\_

**Conviction of a crime will not necessarily result in a denial of employment by Ormat. Ormat, however, may consider the nature, gravity and circumstances of the offense and the length of time since it occurred as well as whether the offense is rationally related to or relevant to or will impact the applicant's ability to perform the duties of the position applied for.**

HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN?  YES  NO IF YES, PLEASE EXPLAIN.

IF AN OFFER OF EMPLOYMENT IS MADE, YOU WILL BE REQUIRED TO UNDERGO A DRUG TEST, THE RESULTS OF WHICH MAY AFFECT THE OFFER OF EMPLOYMENT. ARE YOU WILLING TO UNDERGO SUCH AN EXAMINATION?  YES  NO

IF YOU ARE OFFERED AND ACCEPT A JOB, CAN YOU SUBMIT PROOF OF YOUR EMPLOYMENT ELIGIBILITY TO WORK IN THE UNITED STATES?  YES  NO

WHAT PROMPTED YOUR APPLICATION?  EMPLOYMENT AGENCY  OWN ACCORD  ADVERTISEMENT  OTHER \_\_\_\_\_

EMPLOYEE REFERRAL - IF EMPLOYEE REFERRAL, WHO REFERRED YOU? \_\_\_\_\_

ARE YOU RELATED TO A CURRENT ORMAT EMPLOYEE:  YES  NO  
IF YES, IDENTIFY THE EMPLOYEE(S) AND THE NATURE OF YOUR RELATIONSHIP \_\_\_\_\_

## PLEASE PROVIDE 3 PROFESSIONAL REFERENCES

NAME	COMPANY	PHONE NUMBER

## PLEASE READ CAREFULLY

I have truthfully disclosed all information asked for in this application. I acknowledge that I may be immediately rejected for employment or, if hired, terminated without notice for giving false information in this application or failing to accurately provide information requested. I acknowledge that if I am hired, my employment is for no fixed term and the company or I can terminate employment at any time.

I authorize contact with any person or entity named in this application and any other person or entity that may have knowledge concerning my past for the purpose of obtaining information material to my qualifications and suitability for employment.

I authorize all of those with whom I am acquainted – previous employers, professionals, institutions, neighbors, friends, agencies asked to provide criminal conviction history and others – to furnish any and all information they may have concerning me which may be material to my qualifications and suitability for the job for which I have applied.

It is Ormat's policy to respect a prospective employee's contractual obligations to a former employer. Accordingly, you acknowledge that your duties as an employee of Ormat will not breach any non-competition obligations or similar agreements with any former employer or other party. You further acknowledge and agree that you will not bring with you or use in the performance of your duties for Ormat any documents or materials of a former employer or other party that are not generally available to the public or have not been legally transferred to Ormat, nor will you induce any other person to perform such acts.

Since all employees are hired for an indefinite and unspecified duration, employment is not guaranteed for any specific length of time. Employment is at the mutual consent of the employee and Ormat. Accordingly, either the employee or Ormat can terminate the employment relationship at will, at any time, with or without cause or advance notice. Furthermore, no employee or representative of Ormat, other than the President, has any power or legal authority to alter the at-will nature of the employment relationship. The President can alter the nature of the relationship only if the President expressly does so in a written agreement that is signed both by the President and the employee involved.

**I acknowledge that my typed name on the below signature line constitutes my electronic signature. I certify with this electronic signature that I am the applicant for employment listed on this application, that I have read, understand and accept all of the above, and that I represent the information identified above to be true.**

\_\_\_\_\_  
APPLICANT'S SIGNATURE

\_\_\_\_\_  
DATE

Revised 6.25.2014