



# YOU BELONG @ KFC

KFC is an Equal Opportunity Employer. Applicants for all job openings are welcome and will be considered without regard to race, gender, age, national origin, color, religion, disability, military status, or any other basis protected by applicable federal, state or local law.

## PLEASE TELL US ABOUT YOURSELF

Last Name  First Name  MI  Preferred Name

Current Address  City  State  Zip

Social Security Number  -  -  Are you under 18?  Yes  No If yes, how old are you?

Telephone (Home) (  )  Do you have appropriate work documents?  Yes  No

Telephone (Cell) (  )

### WHAT WOULD YOU LIKE TO DO @ KFC?

- Team Member
- Shift Supervisor
- Assistant Unit Manager
- Restaurant General Manager

### HOW MANY HOURS WOULD YOU LIKE TO WORK EACH WEEK?

- Less than 20 Hours
- 20 - 30 Hours
- 31+ Hours

Desired Wage \$  /hr

### HAVE YOU WORKED AT KFC, A&W, LONG JOHN SILVER'S, PIZZA HUT, OR TACO BELL BEFORE?

- Yes
- No

If you were referred to KFC by an employee, who was it?

### AVAILABILITY\*

If hired, when could you begin work?

### What hours can you work?

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
From	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
To	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

\* If your religious beliefs or practices prohibit you from working on a particular day or at a particular time, KFC will make reasonable efforts to accommodate those beliefs or practices in accordance with applicable law.

### WHERE ELSE HAVE YOU WORKED?

Company  Address  City  State  Zip

Telephone (  )  If you are currently employed there, may we contact?  Yes  No Last wage \$  /hr

When did you start?  When did you leave?  Why did you leave?

Supervisor's name  Position/Job

Company  Address  City  State  Zip

Telephone (  )  If you are currently employed there, may we contact?  Yes  No Last wage \$  /hr

When did you start?  When did you leave?  Why did you leave?

Supervisor's name  Position/Job

Please list a work, school or personal reference (not a family member) we may contact.

Name	Relationship to You	Type of Reference (Work, School or Personal)	Telephone
<input type="text"/>	<input type="text"/>	<input type="text"/>	Home ( <input type="text"/> )
			Work ( <input type="text"/> )



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## THE THINGS OUR LAWYERS WANT US TO ASK...

1. Within the last 7 years, have you been convicted of, or completed your sentence or parole for a crime involving violence, sex, stalking, minors, theft, property damage, fraud, robbery or drugs?\*  Yes  No
2. Are you currently charged with a crime involving violence, sex, stalking, minors, theft, property damage, fraud, robbery or drugs? \*\*  Yes  No
3. If hired, can you show proof of your legal right to work in the United States?  Yes  No

\*Crimes include felonies, misdemeanors, and other violations of the law. However, you should not respond "Yes" as a result of any conviction that has been judicially sealed, expunged or pardoned. Conviction of a crime will not necessarily disqualify you from consideration for employment and will be considered only as it relates to the job in question. CALIFORNIA residents do not respond "yes" for (i) conviction records that have been sealed or expunged by court order or statutorily eradicated; (ii) misdemeanor convictions for which you have successfully completed or otherwise discharged probation; (iii) misdemeanor marijuana convictions if the conviction occurred more than two years ago; (iv) any past arrest or detention not resulting in a conviction; or (v) any referral to or participation in any pretrial or post trial diversion program. HAWAII residents, do not answer this question. LOUISIANA residents, do not respond "Yes" as a result of a misdemeanor. MASSACHUSETTS residents, do not respond "Yes" as a result of any misdemeanor conviction where the date of the conviction or the completion of incarceration, whichever date is later, occurred more than five years ago. PENNSYLVANIA residents, do not respond "Yes" as a result of a summary offense.

\*\*Residents of HAWAII, LOUISIANA, MARYLAND, MASSACHUSETTS, NEVADA, PENNSYLVANIA, RHODE ISLAND and UTAH, do not answer this question. Residents of MICHIGAN, do not answer "Yes" as a result of pending misdemeanor charges.

## AGREEMENT

Please read, sign and date below.

**Nature of My Employment.** If I am hired by KFC, I agree that I will be an at-will employee, which means that either I or KFC may end my employment at any time, with or without cause or notice. I agree that no written materials or verbal statements by KFC will constitute an express or implied contract of continued employment and that this at-will relationship can only be modified in writing by KFC's President. I agree that, if hired, I will obey KFC's rules, including treating confidentially any information I learn during my employment.

**My Participation in KFC's Drug Free Environment.** I am not a current user of illegal drugs, and I agree I will never work under the influence of drugs or alcohol.

**My Records and References.** There is nothing in my background that would cause a risk to KFC's customers, employees, or property. I authorize KFC to conduct reference checks, criminal and driving records checks, and other consumer report investigations. I release all parties from any liability from providing such information to KFC. In this regard, I understand that conviction of a crime will not necessarily disqualify me from consideration for employment. I understand that the nature and date of the offense and the relevance of the offense to the position(s) applied for will determine my eligibility for employment.

**Information Certification.** I certify that the information I have provided to KFC is true and complete. I agree to notify KFC immediately if I am later charged with any of the crimes listed above or (if I am a delivery driver) with a driving offense. I agree that any false information or omission allows KFC to refuse to hire me, or to terminate my employment at any time.

**Agreement to Arbitrate.** Because of the delay and expense of the court systems, KFC and I agree to use confidential binding arbitration, instead of going to court, for any claims that arise between me and KFC, its related companies, and/or their current or former employees. Without limitation, such claims would include any concerning compensation, employment (including, but not limited to, any claims concerning sexual harassment or discrimination), or termination of employment. Before arbitration, I agree: (i) first to present any such claims in full written detail to KFC; (ii) next, to complete any KFC internal review process; and (iii) finally, to complete any external administrative remedy (such as with the Equal Employment Opportunity Commission). In any arbitration, the then prevailing employment dispute resolution rules of the American Arbitration Association will apply, except that KFC will pay the arbitrator's fees, and KFC will pay that portion of the arbitration filing fee in excess of the similar court filing fee had I gone to court.

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

**INFORMATION FOR MARYLAND AND MASSACHUSETTS RESIDENTS.** Under Maryland and Massachusetts law, and employer may not require or demand, as a condition of employment, prospective employment, or continued employment, that an individual submit to or take a lie detector or similar test. An employer who violates this law is subject to penalty.

**INFORMATION FOR CONNECTICUT RESIDENTS.** You are not required to disclose the existence of any arrest, criminal charge or conviction, the records of which have been erased pursuant to section 46b-146, 54-76o or 54-142. If your only criminal record consists of items that have been erased under the statutes listed above, then you may state on this form that you have not been arrested.