

ERL Food Services / Franks Foods
APPLICATION FOR EMPLOYMENT

ERL Food Services, Inc., is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on the basis of race, religion, color, sex, sexual orientation, national origin, age, marital status, citizenship, veterans' status, physical or mental disability that does not prohibit the performance of essential job functions (with or without a reasonable accommodation) or any other basis protected by federal, or applicable, state or local law.

Date: _____

Name: _____
Last First Middle

Social Security: ____-____-____

Street Address: _____

Home Phone: (____) ____-____

City: _____ State: _____ Zip: _____

Business Phone: (____) ____-____

Please circle your answer:

1. Are you at least 18 years of age? Yes/No
2. Are you lawfully permitted to work in this country? Yes/No
3. List any other name you may have used in the past (for reference and background check) _____
4. Have you ever been employed by this company? Yes/No If yes, when? _____
5. Have you previously applied for employment with this company? Yes/No
6. How were you referred to this company? _____
7. Have you ever been convicted of a crime? Yes/No
 - a. If yes, please list the conviction as well as its date and circumstances (NOTE: List only those convictions which have not been expunged.) _____
8. Have you ever served in the Armed Forces of the United States? Yes/No
 - a. If yes, which service? _____ Date of Discharge _____ Type of Discharge _____
9. Position for which you are applying: _____
10. Date Available for Employment: _____ Salary Desired: _____
11. Can you work overtime? Yes/No
 - a. If yes, please list any restriction on availability: _____
12. Do you have reliable transportation to work? Yes/No

Education

Type of School	Name of School and Address	Courses Majored In	Last Year Completed	Did you Graduate? Receive a Degree?
High School/ G.E.D.			1 2 3 4	Yes/No Degree? Yes/No
College			1 2 3 4	Yes/No Degree? Yes/No
Technical/Graduate Program			1 2 3 4	Yes/No Degree? Yes/No

Employment History

Please include all employment for the last 5 years (Most recent first)

1. Employer: _____ Phone: (____) ____-____

Address: _____ Dates of Employment: _____ to _____

Job Title and Description of Duties: _____

Salary: Start _____ Final _____ Supervisor: _____

Reason For Leaving: _____

2. Employer: _____ Phone: (____) _____ - _____

Address: _____ Dates of Employment: _____ to _____

Job Title and Description of Duties: _____

Salary: Start _____ Final _____ Supervisor: _____

Reason for Leaving: _____

If necessary, use a separate sheet to list additional employers. We may contact the employers listed on this application.

Have you entered into any agreements with any former employer (for example, an agreement not to compete or a confidentiality agreement) that would impact your ability to do work for this company? Yes/No

Please provide any other information that relates to your ability to perform the job for which you are applying (e.g., licenses, professional memberships, volunteer work, hobbies, language skills, school achievements, ect.). Do not include information that identifies your race, religion, color, sex, sexual orientation, national origin, age, marital status, citizenship, veterans' status, or any physical or mental disability.

REFERENCES

Please list three (3) references that have known you for a minimum of one (1) year.

Name	Title	Firm & Address	Telephone	Relationship to You
1.				
2.				
3.				

If hired, I agree to conform to the rules and regulations of ERL Food Services, Inc. I understand no management representative has any authority to enter into any agreement for employment for a specific period of time, and that my employment is at will and may be terminated at any time at the option of either the company or myself.

I hereby authorize ERL Food Services, Inc. to conduct an investigation concerning all statements contained in my application for employment, to interview all employers and to conduct any other investigation that it deems appropriate. I request any duly constituted law enforcement agency or judicial officer to furnish the company with all information pertaining to me concerning unexpunged convictions and I hereby release ERL Food Services, Inc. and any law enforcement agency, judicial or other individual from any liability arising from disclosure of such information pertaining to me which is obtained during said investigation. I understand that if a consumer investigative report is requested, I have the right under the Fair Credit Reporting Act, to request in writing, within a reasonable time, a complete and accurate disclosure of the nature and scope of the investigation.

UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS 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 GUILTY OF A MISDEMANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.00.

Signature of Applicant Date

I hereby affirm that my statements and answers to all questions on this application are true and correct, and that I have not knowingly withheld any fact or circumstance which, if disclosed, would affect my application unfavorably. I understand that if employed, any misstatement or omission of fact on this application may result in my immediate dismissal.

Signature of Applicant Date