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## Instructions

Use this form for new applicants. This application is for use in California. Employers with operations in multi-states should review the specific requirements of those states.

### Optional Language

The application contains two different options for employers to use depending on their specific business needs.

#### Public Records Searches

Page 6 of the employment application contains an optional paragraph relating to public records searches. If you do not conduct internal public record searches as part of your background check of job candidates, you do not need to include this paragraph on the job application. If you do conduct such internal searches for purposes of obtaining factual job-related information for the specific position being applied for, you must include this paragraph.

Information obtained during public records searches can only be used to the extent allowed by law including restrictions on the [use of criminal history information](#). For more information, visit HRCalifornia's [Background Checks and Testing](#) page.

#### Criminal History Information

Page 7 of the employment application contains optional language that you can use to obtain criminal conviction information. Employers can seek certain specified criminal conviction information when they can show that the information requested is specifically job related for the position the applicant is seeking and consistent with business necessity. There are restrictions on the type of information that can be obtained. For more information, visit HRCalifornia's [Obtaining Criminal History](#) page.

State and local agencies are generally prohibited from asking applicants about criminal convictions, unless required by law. **Local ordinances, such as San Francisco's Fair Chance Ordinance, may also limit the ability to obtain criminal history information.**

▲ Click above to insert your company logo

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An Equal Opportunity Employer

**Please Print**

\_\_\_\_\_  
Date                      Last Name                      First Name                      Middle

Present Address

\_\_\_\_\_  
No. & Street                      City                      State                      Zip Code

Permanent Address (if different from present address)

\_\_\_\_\_  
No. & Street                      City                      State                      Zip Code

\_\_\_\_\_  
Business Phone                      Home Phone

**Employment Desired**

Position applying for: \_\_\_\_\_

**Personal Information**

Have you ever applied to or worked for \_\_\_\_\_ before?  Yes  No  
If yes, when? \_\_\_\_\_

We may refuse to hire relatives of present employees if doing so could result in actual or potential problems in supervision, security, safety, or morale, or if doing so could create conflicts of interest.

Do you have relatives working for \_\_\_\_\_ ?  Yes  No  
If yes, state name(s) and relationships:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Relationship

\_\_\_\_\_  
Name

\_\_\_\_\_  
Relationship

Why are you applying for work at \_\_\_\_\_ ?  
\_\_\_\_\_

If hired, would you have a reliable means of transportation to and from work?.....  Yes  No

Are you at least 18 years old? (If under 18, hire is subject to verification that you are of minimum legal age.) .....  Yes  No

Are you able to perform the essential functions of the job for which you are applying, either with or without reasonable accommodation? .....  Yes  No

If no, describe the functions that cannot be performed.

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(Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. Hire may be subject to passing a medical examination, and to skill and agility tests.)

### Education, Training, and Experience

School	Name and Address	No. of Years Completed	Did you Graduate?	Degree or Diploma
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**High School**

_____	_____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
Name	_____			
Address	_____			
_____	_____	_____		
City	State	Zip Code		

**College/ University**

_____	_____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
Name	_____			
Address	_____			
_____	_____	_____		
City	State	Zip Code		

**Education, Training, and Experience - continued**

School	Name and Address	No. of Years Completed	Did you Graduate?	Degree or Diploma
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<b>Vocational/ Business</b>	_____ Name _____ Address _____ City                      State              Zip Code	_____ _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ _____
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<b>Health Care Training</b>	_____ Name _____ Address _____ City                      State              Zip Code	_____ _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ _____
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**Employment History**

List below all present and past employment starting with your most recent employer (last five years is sufficient). Account for all periods of unemployment. You must complete this section even if attaching a resume.

Name of Employer	Phone Number
Type of Business	Your Supervisor's Name
Address & Street	City                      State              Zip Code

Dates of Employment:       Hourly Rate      \_\_\_\_\_  
 \_\_\_\_\_  
 From                      To                       Annual Salary      Starting                      Ending

\_\_\_\_\_  
 Your Position and Duties

\_\_\_\_\_  
 Reason for Leaving

May we contact this employer for a reference?.....  Yes  No

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Name of Employer

Phone Number

Type of Business

Your Supervisor's Name

Address & Street

City

State

Zip Code

Dates of Employment:

From

To

Hourly Rate

Annual Salary

Starting

Ending

Your Position and Duties

Reason for Leaving

May we contact this employer for a reference?.....  Yes  No

Note: Attach additional page(s) if necessary.

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### References

List below three persons not related to you who have knowledge of your work performance within the last three years.

First Name

Last Name

Phone Number

Address & Street

City

State

Zip Code

Occupation

No. of Years Acquainted

First Name

Last Name

Phone Number

Address & Street

City

State

Zip Code

Occupation

No. of Years Acquainted

First Name

Last Name

Phone Number

Address & Street

City

State

Zip Code

Occupation

No. of Years Acquainted

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**Please Read Carefully, Initial Each Paragraph and Sign Below**

\_\_\_\_\_  
Initials

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

\_\_\_\_\_  
Initials

I hereby authorize \_\_\_\_\_ to thoroughly investigate my references, work record, education and other matters related to my suitability for employment unless otherwise specified above. I further, authorize the references I have listed to disclose to the company any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the Company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

\_\_\_\_\_  
Initials

I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the Company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the Company, and that no promises or representations contrary to the foregoing are binding on the company unless made in writing and signed by me and the Company's designated representative.

\_\_\_\_\_  
Initials

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

\_\_\_\_\_  
Date

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

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**Optional**

\_\_\_\_\_  
Initials

Should a search of public records be conducted by internal personnel employed by the Company, I am entitled to copies of any such public records obtained by the Company unless I mark the check box below. If I am not hired as a result of such information, I am entitled to a copy of any such records even though I have checked the box below. "Public records" are defined by California state law and means records documenting an "arrest, indictment, conviction, civil judicial action, tax lien, or outstanding judgment." (Civil Code section 1786.53) Any public records request conducted by internal personnel employed by the Company will only be used to the extent allowed by federal, state, or local law.

I waive receipt of a copy of any public record described in the paragraph above.

\_\_\_\_\_  
Date

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

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**Optional**

The information requested below is necessary for the specific position for which you are applying. A "yes" answer will not necessarily disqualify you from the position. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position applied for may, however, be considered.

Any information regarding criminal history will be maintained confidentially.

Have you ever been convicted of a criminal offense (felony or serious misdemeanor)?  
(Please do not list misdemeanor convictions for marijuana-related offenses that are more than two years old and convictions that have been judicially dismissed or ordered sealed pursuant to law.) .....  Yes  No

If yes, state nature of the crime(s), when and where convicted, and disposition of the case.

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\_\_\_\_\_

Date

\_\_\_\_\_

Applicant's Signature