

Application for Employment

We are an equal opportunity employer. Applicants are considered for positions without regard to veteran status, uniformed service member status, race, religion, sex, national origin, age, physical or mental disability, genetic information or any other category protected by applicable federal, state, or local laws.

THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE.

Position applied for _____ Application Date _____

Name _____

Address _____

Home Phone _____ Cellular# _____ E-mail address _____

On what date would you be available for work? _____

If necessary, best time to call you is _____ Home Cellular/Other _____

How were you referred to our Company? _____

If you are under 18 years old, can you provide a work permit if required? Yes No

Are you legally eligible for employment in the United States? (If yes, proof is required if hired.) Yes No

Please provide your driver's license number, if driving is required for this job. _____ State _____

Is your driver license in good standing? Yes No

Have you previously applied for employment with this Company Yes No

If Yes, when and where did you apply? _____

Have you ever been employed by this Company? Yes No If Yes, provide dates of employment, location and reason for separation from employment:

Applicant Signature

Initials

Employment Experience

■ Employer _____ Type of Business: _____
Contact Name _____ E-mail _____
Address _____ Phone _____
Job Title _____ Dates employed: from (mm/yy) _____ to (mm/yy) _____
Hourly rate/salary: starting _____ final _____
Work performed _____
Reason for leaving _____

■ Employer _____ Type of Business: _____
Contact Name _____ E-mail _____
Address _____ Phone _____
Job Title _____ Dates employed: from (mm/yy) _____ to (mm/yy) _____
Hourly rate/salary: starting _____ final _____
Work performed _____
Reason for leaving _____

■ Employer _____ Type of Business: _____
Contact Name _____ E-mail _____
Address _____ Phone _____
Job Title _____ Dates employed: from (mm/yy) _____ to (mm/yy) _____
Hourly rate/salary: starting _____ final _____
Work performed _____
Reason for leaving _____

Explain any gaps in your employment, other than those due to personal illness, injury or disability.

Have you ever been fired or asked to resign from a job? Yes No

If yes, please explain:

Applicant Signature

Initials

Applicant Statement/Certification

I understand and agree that if driving is a requirement of the job for which I am applying, my employment and/or continued employment is contingent on processing a valid driver's license and automobile liability insurance.

I understand that Images may now have, or may establish, a drug-free workplace or drug and/or alcohol testing program consistent with applicable federal, state and local law. If Images has such a program and I am offered a conditional offer of employment, I understand that if a pre-employment (post-offer) drug and/or alcohol test is positive, the employment offer may be withdrawn. I agree to work under the conditions requiring a drug-free workplace, consistent with applicable federal, state and local law. I also understand that all employees of the location, pursuant to Images' policy and federal, state, and local law, may be subject to a urinalysis and/or blood screening or other medically recognized test designed to detect the presence of alcohol or illegal or controlled drugs. If employed, I understand that the taking of alcohol and/or drug test is a condition of continual employment and I agree to undergo alcohol and drug testing consistent with Images policy and applicable federal, state and local law.

If employed by Images, I understand and agree that Images, to the extent permitted by federal, state and local law, may exercise its right, without prior warning or notice, to conduct investigations of property (including, to files, lockers,, desks, vehicles and computers) and, in certain circumstances my personal property.

I certify that all the information submitted by me on this application is true and complete, and I understand that if any false or misleading information, omissions or misrepresentations are discovered, my application may be rejected, and if I am employed, my employment may be terminated at any time.

If hired, I agree to conform to the Images' rules and regulations, and I understand that these rules and/or the employee handbook do not form a contract of employment, either express or implied, and I agree that my employment and compensation can be terminated, with or without cause and with or without notice, at any time, at either my or the Company's option.

I also understand and agree that the terms and conditions of my employment may be changed, with or without cause and with or without notice, at any time by the Company. I understand that no Company representative, other than its president, and then only when in writing and signed by the president, has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the forgoing.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, résumé or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives for seeking, gathering and using truthful and nondefamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that if I am hired, my employment will be subject to a probationary period, which ordinarily will not exceed 90 days from the date I am hired. If I am discharged at any time during the probationary period for unsatisfactory performance, I understand that this employer will not be charged for any unemployment benefits that may be paid to me for work I performed during the probationary period.

I understand that this application remains current for only 30 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

I also understand that, if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States as required by federal immigration laws.

This Company does not tolerate unlawful discrimination or harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state or local law. No question on this application is used to limit or exclude an applicant from employment consideration on any basis prohibited by applicable federal, state or local law.

Applicant's signature _____ Date _____