

# EMPLOYMENT APPLICATION – Franchise Locations

Each independently owned and operated All American Pet Resort is an Equal Opportunity Employer and provides equal employment opportunities to all qualified persons without regard to age, race, color, sex, sexual orientation or identity, religion, national origin, pregnancy, marital status, familial status, height, weight, veteran status, physical or mental disability unrelated to the employee's ability to perform his/her job, genetic information, and/or any other characteristic protected by federal, state or local law.

**Reasonable Accommodations for Disabilities.** Any applicant who needs an accommodation should make a written request for such an accommodation to the owner of the franchise.

APPLICANT INFORMATION												
Last Name				First				M.I.		Date		
Street Address							Apartment/Unit #					
City				State				ZIP				
Phone				E-mail Address								
Position Applying for				Desired Start Date				Desired Salary				
Type of Employment Desired				Part Time <input type="checkbox"/>	Full Time <input type="checkbox"/>	Days/Hours available to work						
Are you legally authorized to work in the United States?			YES <input type="checkbox"/>	NO <input type="checkbox"/>								
Are you 18 years of age or older?			YES <input type="checkbox"/>	NO <input type="checkbox"/>								
Have you ever worked for the organization?			YES <input type="checkbox"/>	NO <input type="checkbox"/>	If so, when?							
EDUCATION												
High School				Address								
No. of Years Attended		Did you graduate?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree						
College				Address								
No. of Years Attended		Did you graduate?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree						
CURRENT AND PREVIOUS EMPLOYMENT												
Company						Phone						
Address						Supervisor						
Job Title												
Responsibilities												
From (mm/yyyy)		To (mm/yyyy)		Reason for Leaving								
Were you terminated or asked to resign?						YES <input type="checkbox"/>	NO <input type="checkbox"/>					
May we contact your previous supervisor?						YES <input type="checkbox"/>	NO <input type="checkbox"/>					
Company						Phone						
Address						Supervisor						
Job Title												
Responsibilities												
From (mm/yyyy)		To (mm/yyyy)		Reason for Leaving								
Were you terminated or asked to resign?						YES <input type="checkbox"/>	NO <input type="checkbox"/>					
May we contact your previous supervisor?						YES <input type="checkbox"/>	NO <input type="checkbox"/>					

**REFERENCES**

Please list three(3) professional references.

<b>Full Name</b>		<b>Relationship</b>	
<b>Company</b>		<b>Phone</b>	
<b>Email Address</b>		<b>Length of time known</b>	
<b>Full Name</b>		<b>Relationship</b>	
<b>Company</b>		<b>Phone</b>	
<b>Email Address</b>		<b>Length of time known</b>	

**APPLICANT’S CERTIFICATION AND AGREEMENT – PLEASE READ CAREFULLY AND INITIAL**

**I certify that all answers given by me are true, accurate and complete. I understand that falsification, misrepresentation or omission of fact on this application (or any other required documents) will be cause for denial of employment or immediate termination of employment, regardless of when or how discovered. Initial: \_\_\_\_\_**

I certify that my answers and assertions in this application, my resume and any other materials I have submitted to the Company are true and complete. If this application leads to employment, I understand that any falsification or omission of information made by me may disqualify me from employment or, if hired, may result in my termination at any time during the period of my employment. **Initial: \_\_\_\_\_**

I also understand that any offer is contingent upon completion of reference checks. I authorize the Company and its representatives to contact my current and former employers (with exception of current employer, if I have marked “No” when asked if we may contract your previous supervisor for a reference), schools, references, and other persons or organizations I have named in this application for the purpose of verifying the information I have provided. In consideration of the acceptance of my application, I release the Company, its agents, previous employers, schools, references, or other persons named in this application of any claimed liability arising out of such response and disclosure. I authorize employers, schools, and other persons named in this application to provide personnel information requested. **Initial: \_\_\_\_\_**

I agree that any action or lawsuit against the Company and/or its predecessors, successors, assigns, subsidiaries, parent(s), affiliates, and all past and present officers, directors, employees and agents in their individual and representative capacities of the foregoing entities arising out of my application, employment or termination, including but not limited to claims arising under state or federal civil rights statutes, must be brought within three hundred (300) days of the event giving rise to the claim(s) or within the limitations period contained in the statute I am suing under, whichever is shorter. I understand and agree that any action or lawsuit filed outside of this limitations period is barred forever. I waive any limitation period to the contrary. If any term or provision of this provision is invalid, illegal or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other portion of this provision or invalidate or render unenforceable a bar to any other claim(s) under any other statutes. **Initial: \_\_\_\_\_**

**I understand and agree that, if hired, my employment will be at will, which means employment is for an indefinite period of time and may be terminated by myself or the Company at any time, with or without cause, and with or without notice. Any agreement altering the terminable at-will nature of the employment relationship must be in writing and signed by me and the Franchise Owner. I further recognize that, if hired, my compensation and benefits are subject to change by the Company with or without notice. I acknowledge that the Company may modify my assigned work hours and place of work. Initial: \_\_\_\_\_**

I understand that completing this Application does not constitute an offer or promise of employment. An offer of employment is conditioned on complying with the Company’s requirements. This application for employment is with a franchisee of All American Pet Resorts and is independently owned and operated. As an independent owner, the franchisee is solely responsible for all employment practices and decisions. **Initial: \_\_\_\_\_**

**I HAVE READ, UNDERSTAND AND AGREE TO THE ABOVE STATEMENTS AND CONDITIONS.**

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_