

EMPLOYMENT APPLICATION

L & M Inc. [®]

Life Management is an equal opportunity employer.

PERSONAL INFORMATION (PLEASE PRINT)

Position Applied For		Date of Application
Name (last, first, middle)		
Present Address		
Phone number	Secondary Phone Number	E-Mail Address
Are you over the age of 18? <input type="checkbox"/> Yes <input type="checkbox"/> No		If under 18, can you furnish a work permit? <input type="checkbox"/> Y or <input type="checkbox"/> N
Have you ever filed an application here before? <input type="checkbox"/> Yes <input type="checkbox"/> No		If yes, give date:
Have you ever been employed here before: <input type="checkbox"/> Yes <input type="checkbox"/> No		If yes, give dates:
List any relatives currently employed with the Company	Name	Relationship
How did you hear about this opportunity?		
Are you applying for <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal		
On what date would you be available for work?		Are you willing to travel if the job requires it? <input type="checkbox"/> Yes <input type="checkbox"/> No
Are you able to perform the essential functions of the job for which you are applying, either with or without reasonable accommodation? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, describe the functions that cannot be performed:		
Have you ever been convicted of a criminal offense? (Do not disclose the following: convictions for marijuana-related offenses which are more than 2 years old; convictions that have been sealed, expunged impounded or legally eradicated; misdemeanor convictions for which probation was completed and the case dismissed; information regarding referral to, and/or participation in any pre-trial or post trial diversion program; information regarding arrests or detentions that did not result in a conviction; or information regarding minor traffic violations. ** In addition, before answering this question, please see the last page of this application for additional instructions for those applying for jobs in certain states.) <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, state the nature of the crime(s), when and where convicted and disposition of the case.		
<small>(Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The nature of the offense, date of the offense, the surrounding circumstances and the relevance of the offense to the position(s) applied for may, however, be considered.)</small>		
Do you have the legal right to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No <small>(Federal law requires that employers hire only individuals who are authorized to be lawfully employed in the United States. In compliance with such laws, The Company will verify the status of every individual employed. In this connection, all offers of employment are subject to verification of the applicant's identity and employment authorization, and it will be necessary for you to submit such documents as are required by law to verify your identification and employment authorization.)</small>		

EMPLOYMENT HISTORY (Start with your present employer and include all previous employers, including those you have not worked for in the last five years.)

Company Name	City/State	Telephone	Dates Employed From _____ To _____
Job Title	Supervisor	Hourly Rate/Salary Starting _____ Final _____	May We Contact This Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Work Performed		Reason For Leaving	
Company Name	City/State	Telephone	Dates Employed From _____ To _____
Job Title	Supervisor	Hourly Rate/Salary Starting _____ Final _____	May We Contact This Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Work Performed		Reason For Leaving	
Company Name	City/State	Telephone	Dates Employed From _____ To _____
Job Title	Supervisor	Hourly Rate/Salary Starting _____ Final _____	May We Contact This Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Work Performed		Reason For Leaving	
Company Name	City/State	Telephone	Dates Employed From _____ To _____
Job Title	Supervisor	Hourly Rate/Salary Starting _____ Final _____	May We Contact This Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Work Performed		Reason For Leaving	

Please list and explain all periods of unemployment during the last five years.	From _____ To _____	Reason for Unemployment
	From _____ To _____	Reason for Unemployment

EDUCATIONAL HISTORY

EDUCATION	Name of School and Address	Graduated? Yes/No	No. of Years Completed	List Diploma or Degree
HIGH SCHOOL				
COLLEGE				
GRADUATE				
OTHER				

List any office, clerical, computer skills, or other skills related to the position for which you are applying:

AVAILABILITY - Please list all times available to work

SUN	MON	TUES	WED	THURS	FRI	SAT

PROFESSIONAL REFERENCES (3 people not related to you who have knowledge of your work performance)

1. Name	Occupation	Dates Known	Company	Phone Number ()
2. Name	Occupation	Dates Known	Company	Phone Number ()
3. Name	Occupation	Dates Known	Company	Phone Number ()

****Please read the following carefully prior to answering the question on page 1 of the application regarding convictions of a criminal offense****

For those individuals applying for a job in Connecticut, please read: 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-148, 54-76c, or 54-142a. Criminal records subject to erasure pursuant to section 46b-148, 54-76c or 54-142a are records pertaining to a finding of delinquency or that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that has been dismissed or nolle, a criminal charge for which the person has been found not guilty or a conviction for which he or she received an absolute pardon. Any person whose criminal records have been erased pursuant to section 46b-148, 54-76c or 54-142a shall be deemed to have never been arrested within the meaning of the general statutes with respect to the proceedings so erased and may so swear under oath.

For those individuals applying for a job in Hawaii, please read: Do not answer the question listed above regarding convictions of a criminal offense. You may skip directly to the next question on the application.

For those individuals applying for a job in Maryland, please read: Under Maryland Law an employer may not require or demand any applicant for employment or prospective employment or any employee to submit to or take a polygraph, lie detector or similar test or examination as a condition of employment or continued employment. Any employer who violates this provision is guilty of a misdemeanor and subject to a fine not to exceed \$100.00.

For those individuals applying for a job in Massachusetts, please read: Do not disclose any information regarding a first conviction for any of the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace. In addition, do not disclose any information regarding a misdemeanor conviction where the date of the conviction or the completion of any period of incarceration as a result of the conviction, whichever date is later, occurred five or more years prior to the date you are applying for this job. In addition, an applicant for employment with a sealed record on file with the commissioner of probation may answer "no record" with respect to an inquiry in this application relating to prior arrests, criminal court appearances or convictions. An applicant for employment with a sealed record on file with the commissioner of probation may answer "no record" to an inquiry in this application relating to prior arrests or criminal court appearances. In addition, any applicant for employment may answer "no record" with respect to any inquiry relating to prior arrests, court appearances and adjudications in all cases of delinquency or as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution. It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

For those individuals applying for a job in Nevada, please read: Do not disclose any information regarding a misdemeanor conviction unless you served jail time for the misdemeanor conviction.

For those individuals applying for a job in New Hampshire, please read: Do not disclose any information about a conviction which was annulled by any court.

For those individuals applying for a job in Ohio, please read: Do not disclose any convictions for a "minor misdemeanor" as that term is defined in Ohio Revised Code Section 2925.11.

For those individuals applying for a job in Utah, please read: Do not disclose any convictions for any misdemeanors. You may only disclose felony convictions.

For those individuals applying for a job in Washington, please read: Do not disclose any convictions which occurred more than 10 years ago.

Please carefully read this statement and sign below, if you agree with the terms:

I understand and agree that:

- The information that I have provided on the application is true and complete to the best of my knowledge. Any misrepresentation or omission of any fact in my application, resume or any other materials, or during any interviews, can be justification for refusal of employment, or, if employed, immediate termination from employment. I understand that Pacific Sunwear is relying on this information in making its employment decision.
- Any offer of employment I may receive is contingent upon my successful completion of the total pre-employment screening process, including receiving references which are considered satisfactory.
- I understand that, as a condition of employment, I may be required to undergo and successfully pass a screening for alcohol or drugs.
- In processing my application for employment, the Company may verify all of the information provided by me, or may procure or have prepared a consumer or investigative report for this purpose, and I agree to sign all documentation provided to me by Pacific Sunwear to authorize Pacific Sunwear to conduct a background check regarding me.
- I authorize and request all of my present and former employers and those individuals I have listed as professional references to furnish information about my employment record, including a statement of the reasons for the severance of my employment, as well as any statements regarding any work performance, abilities, and other qualities pertinent to my qualifications for employment. I hereby release them from any and all liability for damages arising from furnishing the requested information.
- In consideration of my employment, I agree to comply with the policies, rules and regulations and procedures and understand that my employment is "at will". This means that my employment can be terminated with or without cause or notice, at any time, at the option of either the Company or myself. I further understand that no representative of the Company other than the CEO of The Company, has any authority to enter into an agreement for employment for any specified period of time or to make any agreement different from the foregoing. I further understand that any such agreement, if made, shall not be enforceable unless in writing and signed by the CEO of The Company.

Print Name

Signature

Date