



# APPLICATION FOR EMPLOYMENT for McDonald's® Franchisee

This independent McDonald's® franchise is an equal opportunity employer committed to a diverse and inclusive workforce.

## General Information

Name \_\_\_\_\_ Email \_\_\_\_\_  
First Middle Init. Last

Address \_\_\_\_\_  
Street Apt./Suite City State Zip

Home Phone (\_\_\_\_\_) \_\_\_\_\_ Cell Phone (\_\_\_\_\_) \_\_\_\_\_

How long at this address? \_\_\_\_\_ Previous address \_\_\_\_\_ How long there? \_\_\_\_\_

Position you are applying for \_\_\_\_\_ Salary Requirement \_\_\_\_\_ Date available for work \_\_\_\_\_ Referred By \_\_\_\_\_

Do you have transportation to work?  YES  NO Are you legally authorized to work in the United States?  YES  NO

Have you ever worked in a McDonald's restaurant?  YES  NO If so, when and where last employed? \_\_\_\_\_

Position held:  Crew  Staff  Management Are you over 18?  YES  NO If no, birth date \_\_\_\_\_

### Applicants for Management Positions only

Are you available for business travel?  YES  NO

## Education

School Name, City and State	Did you graduate? (Yes/No)	Degree/Courses	G.P.A.
High School			
College			
Other			

## Employment Record (most recent first)

List below your most recent employers, beginning with the current or most recent one. If you were employed under a maiden or other name, please enter that name in the right hand margin. May we contact your present employer?  YES  NO (Please attach a separate list of employers if more space is needed.)

Company Name \_\_\_\_\_ Address \_\_\_\_\_

Job Title \_\_\_\_\_ Name of Supervisor \_\_\_\_\_ Phone \_\_\_\_\_

Date Started \_\_\_\_\_ Date Left \_\_\_\_\_ Base Salary or Wage \$ \_\_\_\_\_ /\$ \_\_\_\_\_ /\$ \_\_\_\_\_ Reason for Leaving \_\_\_\_\_  
Mo/Yr Mo/Yr Start End (Bonus, etc.)

Company Name \_\_\_\_\_ Address \_\_\_\_\_

Job Title \_\_\_\_\_ Name of Supervisor \_\_\_\_\_ Phone \_\_\_\_\_

Date Started \_\_\_\_\_ Date Left \_\_\_\_\_ Base Salary or Wage \$ \_\_\_\_\_ /\$ \_\_\_\_\_ /\$ \_\_\_\_\_ Reason for Leaving \_\_\_\_\_  
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Company Name \_\_\_\_\_ Address \_\_\_\_\_

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Date Started \_\_\_\_\_ Date Left \_\_\_\_\_ Base Salary or Wage \$ \_\_\_\_\_ /\$ \_\_\_\_\_ /\$ \_\_\_\_\_ Reason for Leaving \_\_\_\_\_  
Mo/Yr Mo/Yr Start End (Bonus, etc.)

**AVAILABILITY**

Hours Available:

M T W T F S S

Total hours available per week \_\_\_\_\_

From

To


**U.S. MILITARY**

Branch of Service \_\_\_\_\_ Date Entered \_\_\_\_\_ Date of Discharge \_\_\_\_\_ Highest Rank \_\_\_\_\_

Do you have service-related skills and experience

applicable to civilian employment?  YES  NO If yes, describe \_\_\_\_\_**Please Read the Section Below Carefully Before Signing**

U.S. law requires that, if hired, you must furnish your choice of appropriate documentation establishing identity and employment eligibility, generally within 72 hours of starting work. Please consult a member of the management team to see a copy of DHS Form I-9 for a complete list of acceptable documents.

**California Employment Only:**

You need not disclose any referral to, or participation in, any pre-trial or post-trial diversion program, or any misdemeanor convictions for which probation has been successfully completed and discharged. Do not list any marijuana-related misdemeanor convictions over two years old, or felony marijuana convictions under California Health and Safety Code Section 11360 (c) which occurred prior to 1976.

**Connecticut Employment Only:**

You need not disclose any conviction record that has been erased pursuant to sections 46b-146, 54-760 or 54-142a of the Connecticut General Statutes. Records subject to erasure under these sections 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 was dismissed or nulled, or a criminal charge for which the person was found not guilty or received an absolute pardoned conviction. Any person whose records were erased within the meaning of these three sections may consider such events to have never occurred and may so swear under oath.

**Maryland Employment Only:**

Under Maryland law, an employer may not require or demand, as a 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 misdemeanor.

**Massachusetts Employment Only:**

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 liabilities.

**New York Employment Only:**

Under New York law, an employer cannot deny or terminate employment unless it determines that there is a direct relationship between the conviction and the position sought or held or that the individual creates an unreasonable risk to property or safety of employees or customers. The employer must perform an individual assessment on each applicant or employee with a conviction record consistent with the factors set forth in Article 23-A of the New York Correction Law.

**If you are applying for employment in any of the following places, do not answer the questions below about criminal background or sex offender registration:**

- State of Hawaii
- State of Massachusetts
- State of Minnesota
- State of Illinois
- State of Rhode Island
- State of New Jersey
- City of Buffalo, NY
- City of Seattle, WA
- City of Philadelphia, PA
- City of Baltimore, MD
- City of San Francisco, CA
- City of Rochester, NY
- City of Washington, D.C.
- City of Columbia, MO
- Montgomery County, MD
- Prince George's County, MD

**DURING THE PAST 5 YEARS, HAVE YOU EVER BEEN CONVICTED OF, PLED GUILTY TO OR PLED NO CONTEST TO A CRIME, EXCLUDING MISDEMEANORS AND TRAFFIC VIOLATIONS?** Yes \_\_\_\_\_ No \_\_\_\_\_

**IF YES, DESCRIBE IN FULL** \_\_\_\_\_

Answering yes will not necessarily bar you from employment. This information will only be used for job-related purposes consistent with applicable law and is only relevant in determining whether the conviction is related to the job for which you are applying. Do not report any conviction that has been sealed, expunged, statutorily eradicated, vacated, annulled, impounded, erased, nullified, dismissed under a first offender's law, pardoned by the Governor, or any convictions that occurred before your 18th birthday unless you were charged as an adult, or which state law allows you to lawfully deny as set forth above.

**ARE YOU OR HAVE YOU EVER BEEN A SEX OFFENDER REGISTERED WITH ANY FEDERAL, STATE OR LOCAL GOVERNMENT AGENCY, INCLUDING ANY LISTING ON A PUBLIC WEBSITE?** Yes \_\_\_\_\_ No \_\_\_\_\_

- I certify that I have read this application and the information on it is complete and correct. I understand that any omissions or misrepresentations of information are grounds for dismissal.
- I authorize the persons, employers, schools and organizations listed on this application to give you any information concerning my employment and other pertinent information they may have, personal and otherwise, and release all parties from all liability and damages that may result from furnishing this to you.
- I acknowledge that I am applying for employment with an independently owned and operated McDonald's® franchise, a separate company and employer from McDonald's® Corporation and any of its subsidiaries.
- I acknowledge that the owner of this McDonald's® franchise reserves the right to amend or modify any of its handbooks or policies at any time and without prior notice. These policies do not create any promises or contractual rights between this employer and its employees. At this independently owned and operated McDonald's® franchise, employment is at will. This means an employee is free to terminate his/her employment at any time, without any reason, with or without cause, and the franchise owner retains these some rights. The owner of this independently owned and operated McDonald's® franchise is the only person who may make an exception to this, and any exception must be in writing, addressed to a particular individual, and signed by the owner.
- This independent McDonald's® franchise is an equal opportunity employer. Various federal, state and local laws prohibit discrimination on account of race, color, religion, sex, age, national origin, disability or veteran's status, or other categories protected by law. It is this McDonald's® franchise's policy to comply fully with these laws, as applicable, and information requested on this application will not be used for any purpose prohibited by law.

Signature

Date

\*You must be 18 years of age or older to apply for a management position.

Item #4850113-21