



FOR COMPANY USE  
 STORE \_\_\_\_\_  
 START DATE \_\_\_\_\_  
 STARTING WAGE \_\_\_\_\_  
 BIRTHDATE \_\_\_\_\_

DATE \_\_\_\_\_ SOCIAL SECURITY NUMBER \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

NAME (FIRST) \_\_\_\_\_ (LAST) \_\_\_\_\_ (MIDDLE INITIAL) \_\_\_\_\_

PHONE \_\_\_\_\_ ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ COUNTY \_\_\_\_\_ ZIP \_\_\_\_\_

ARE YOU 18 OR OLDER? \_\_\_\_\_ IF NOT, AGE \_\_\_\_\_ DO YOU SMOKE? \_\_\_\_\_

HAVE YOU EVER WORKED FOR LIC'S? If yes, dates & location \_\_\_\_\_

HAVE YOU BEEN REFERRED BY ANYONE CURRENTLY EMPLOYED AT LIC'S? \_\_\_ Who? \_\_\_\_\_

TYPE OF EMPLOYMENT DESIRED: FULL-TIME \_\_\_\_\_ PART-TIME \_\_\_\_\_

AVAILABILITY: TOTAL HOURS AVAILABLE PER WEEK \_\_\_\_\_

DAYS AVAILABLE: MON \_\_\_ TUES \_\_\_ WED \_\_\_ THURS \_\_\_ FRI \_\_\_ SAT \_\_\_ SUN \_\_\_

DO YOU HAVE TRANSPORTATION TO WORK? \_\_\_\_\_

ARE YOU LEGALLY ABLE TO BE EMPLOYED IN THE U.S.? \_\_\_\_\_

HAVE YOU EVER PLED "Guilty," "No Contest," OR BEEN CONVICTED OF A CRIME? \_\_\_\_\_

IF YES, GIVE DATES AND DETAILS \_\_\_\_\_

SCHOOL MOST RECENTLY ATTENDED:

NAME \_\_\_\_\_ LOCATION \_\_\_\_\_

LAST GRADE COMPLETED \_\_\_\_\_ GRADE POINT AVERAGE \_\_\_\_\_

NOW ENROLLED? \_\_\_\_\_ TIME LAST CLASS ENDS \_\_\_\_\_

SPORTS, ACTIVITIES, HOBBIES \_\_\_\_\_

MOST RECENT JOBS: (additional experience or training may be listed on back)

COMPANY \_\_\_\_\_ FROM \_\_\_ / \_\_\_ / \_\_\_ TO \_\_\_ / \_\_\_ / \_\_\_ PHONE \_\_\_\_\_

JOB \_\_\_\_\_ SUPERVISOR \_\_\_\_\_ SALARY \_\_\_\_\_

REASON FOR LEAVING \_\_\_\_\_

COMPANY \_\_\_\_\_ FROM \_\_\_ / \_\_\_ / \_\_\_ TO \_\_\_ / \_\_\_ / \_\_\_ PHONE \_\_\_\_\_

JOB \_\_\_\_\_ SUPERVISOR \_\_\_\_\_ SALARY \_\_\_\_\_

REASON FOR LEAVING \_\_\_\_\_

COMPANY \_\_\_\_\_ FROM \_\_\_ / \_\_\_ / \_\_\_ TO \_\_\_ / \_\_\_ / \_\_\_ PHONE \_\_\_\_\_

JOB \_\_\_\_\_ SUPERVISOR \_\_\_\_\_ SALARY \_\_\_\_\_

REASON FOR LEAVING \_\_\_\_\_

*In the event I am employed, I understand that false or misleading information given in my application or interview(s) may result in discharge.*

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_\_

# Lic's Ice Cream

## Employment Screening Policy

### APPLICANT AUTHORIZATION AND CONSENT FOR RELEASE OF INFORMATION

Lic's Ice Cream requires, as a condition of employment, and/or continued employment that all applicants consent to and authorize a verification of the information submitted on their application or resume. Please read this statement carefully.

This release and authorization acknowledges that Lic's Ice Cream may now, or at any time while I am employed, conduct a verification of my education, employment history, credit history, and motor vehicle records including accident history. In addition I understand that an Investigative Consumer Report may be requested and I understand that this report may include information as to my character, general reputation, personal characteristics, mode of living, work habits, performance and experience, along with the reasons for termination of past employment, whichever are applicable, obtained through personal interviews with associates and personal references who have knowledge concerning such items of information. In addition Lic's Ice Cream may require that I provide a urine specimen to be tested for the presence of drugs or alcohol, and may request and receive any record of criminal history or other relevant information pertaining to me which may be in the files of any Federal, State or Local criminal justice agency, and /or other information as deemed necessary to fulfill the job requirements.

I have read and understand this release and consent and authorize the background verification. I authorize persons, schools, current and former employers, and other organizations and agencies providing such information from any and all claims of damages in connection to their release of any requested information. I agree that any copy of this document is as valid as the original.

I authorize Reference Services, Inc. and any of its agents and/or employees to disclose verbally and in writing the results of this verification process to the designated authorized representatives of Company Name. The results may be used to determine employment eligibility under this Company's employment policies.

I do hereby agree to forever release and discharge Lic's Ice Cream, its agents, Reference Services, Inc. its agents as well as any and all agencies providing such information to the full extent permitted by law from any claims, damages, losses, liabilities, cost and expenses, or any other charge or complaint filed with any agency arising from the retrieving and reporting of information. According to the Federal Fair Credit Reporting Act, I am entitled to know if employment was denied based on information obtained by my prospective employer, and to receive, upon request, a disclosure of the public record information and of the nature and scope of the investigative report. If I am a resident of Minnesota, California or Oklahoma only and would like a copy of the investigative report, I will check here \_\_\_\_.

I, the undersigned applicant, do hereby certify that the information provided by me for the purpose of employment is true and complete to the best of my knowledge. I understand that if I am employed, any false statements will be considered as cause for possible dismissal. I also acknowledge that any employment with Lic's Ice Cream is at will employment and either the company or the employee can terminate the employment relationship at any time, with or without cause, with or without notice.

#### Please provide all requested information and provide addresses for the last seven- (7) years

Applicant's Name, Printed – Last, First Middle		Maiden or Other Name(s) Used	
Current Address – City, State, Zip		How Long	County
Previous Address – City, State, Zip		How Long	County
Previous Address – City, State, Zip		How Long	County
Social Security Number		Date of Birth	
Print Name as it appears on Driver's License		State	Drivers License Number
May we contact present employer for reference? ( ) Yes      ( ) No		Signature	Date