



ICE MANAGEMENT, LLC

APPLICATION FOR EMPLOYMENT

Thank you for your interest in employment with our organization. We are an equal opportunity employer that complies with all federal, state, and local laws that prohibit discrimination on the basis of sex, age, race, national origin, religion, color, marital status, veteran's status, medical condition or any other protected categories covered by law.

Position applying for: Date of Application: Hourly Wage/Salary Desired:

How were you referred to our organization: Website Teamworkonline.com Walk-in Referral: Other:

Name (Last, First, Middle)

Current Address

City State ZIP

Telephone Number: Alternate Telephone Number: Email Address:

Have you ever been employed with our organization before? Do you have any relatives currently working in our organization? Are you currently employed? May we contact your present employer? If hired, can you provide proof that you are eligible to work in the United States? Are you at least 18 years of age or older? On what date would you be available to start work? Are you applying for: Full-time work Part-time work Temporary/Seasonal work

If seeking part-time work, list your hours of availability: Mon: Tues: Wed: Thurs: Fri: Sat: Sun: Are you available to work nights and weekends? Have you ever been convicted of a crime (felony or misdemeanor)? This includes a plea of guilty or non-contest which resulted in a criminal conviction. Please exclude misdemeanor convictions for marijuana related offenses more than two years old; convictions that have been sealed, expunged, or legally eradicated; and/or misdemeanor convictions for which probation was successfully completed or otherwise discharged or dismissed. If yes, please describe the nature of the crime(s), the date and place of the conviction(s), and the legal disposition(s) of the case(s): Are you currently out on bail or on your own recognizance pending trial for a prior arrest? A "yes" answer to either question is not an automatic bar to employment.

## EDUCATION

	Name (Please also provide City and State)	Graduated	Degree(s) Certificate(s)	Major Field(s) of Study
High School or Trade School		<input type="checkbox"/> Yes <input type="checkbox"/> No		
College		<input type="checkbox"/> Yes <input type="checkbox"/> No		
College		<input type="checkbox"/> Yes <input type="checkbox"/> No		
Other		<input type="checkbox"/> Yes <input type="checkbox"/> No		

Please list any other job related training, skills or qualifications, including fluency in other languages, licenses, etc. that you feel may be relevant to the position applied:

## PROFESSIONAL REFERENCES

*List below three people who have worked with you in the past and are not related to you.*

Name	Title	Phone Number	Years Known	Working Relationship

# EMPLOYMENT HISTORY

*Please list all of your work experience beginning with your most recent employer. Treat/list Military Service as work experience. Please attach additional pages if necessary. You must complete this section even if attaching a resume. Important: You must indicate the reasons for leaving your previous employers, and must identify if you were terminated or asked to resign. Failure to do so may disqualify you for consideration for employment.*

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Explain any gaps in employment. [You may exclude any information which would reveal any protected class status.]

## APPLICANT'S STATEMENT

*Please read all of the following statements carefully and ask questions if you need clarification before you sign this section.*

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the information/answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery. I agree to have any of the information in this application verified by the Company.

I authorize the references listed above, as well as all other individuals whom the Company contacts, to provide any and all information concerning my previous employment and any other pertinent information that they may have. Further, I release all parties and persons from any and all liability for any damages that may result from furnishing such information by/to the Company or any of its agents, employees, or representatives.

I understand that any offer of employment is conditioned upon proof of identity, proof of legal authority to work in the United States, and a satisfactory completion of my background and reference check. I understand that the Company has a separate background check disclosure and authorization form that I must sign to authorize a background check on me.

BY SIGNING THIS APPLICATION, I AGREE THAT IF I AM HIRED, MY EMPLOYMENT WITH THE COMPANY CAN BE TERMINATED AT WILL, WITH OR WITHOUT CAUSE, AND WITH OR WITHOUT NOTICE, AT ANY TIME, EITHER AT MY OPTION OR AT THE OPTION OF THE COMPANY. IF HIRED, I FURTHER AGREE THAT NO EMPLOYEE OF THE COMPANY HAS THE AUTHORITY TO MODIFY THE AT WILL EMPLOYMENT POLICY, EXCEPT FOR THE MANAGING DIRECTOR, CHIEF EXECUTIVE OFFICER OR GENERAL MANAGER OF THE COMPANY, AND THAT ANY MODIFICATION TO THE AT WILL EMPLOYMENT POLICY MUST BE IN A WRITTEN AGREEMENT SIGNED BY BOTH ME AND THE MANAGING DIRECTOR, CHIEF EXECUTIVE OFFICER OR GENERAL MANAGER OF THE COMPANY. I FURTHER UNDERSTAND THAT THE COMPANY MAY ALSO DEMOTE OR DISCIPLINE ME AND/OR REASSIGN MY JOB RESPONSIBILITIES FOR ANY REASON, IN ITS SOLE DISCRETION.

If I am hired by the Company, I further understand and agree that:

1. I shall preserve in strict confidence all information concerning the business of the Company and its directors, officers, employees, agents, patrons and customers.
2. During my employment with the Company, I shall not accept or hold employment with others that would create a conflict of interest.
3. If I am hired, I will be required to sign a Mutual Agreement to Arbitrate and if applicable to my position, a Nondisclosure and Confidentiality Agreement and/or an Employment Agreement, which may include an assignment of intellectual property.
4. All the foregoing terms and conditions will become part of my employment agreement with Company if I am employed by the Company.

SIGNATURE OF APPLICANT: \_\_\_\_\_ DATE: \_\_\_\_\_

PRINTED NAME OF APPLICANT: \_\_\_\_\_