

Application for Employment

Please print. Answer all questions completely. Only completed applications will be considered. You may attach a resume, but complete this application as well.

Compass Group is an equal opportunity employer and does not discriminate against qualified applicants on the basis of race, color, creed, religion, ancestry, sex, marital status, national origin, disability, handicap, veteran status, sexual orientation or any other protected status under applicable federal, state and local law. Compass Group also provides reasonable accommodations to qualified individuals with disabilities in accordance with the Americans With Disabilities Act and applicable state and local law. If you require assistance or a reasonable accommodation in completing these application materials or any aspect of the application process, please contact the on-site unit manager.

Name			Date of Application	Wage Desired
Street Address			Telephone	Emergency Contact
City	State	Zip Code	Position of Interest	Date Available for Work

Circle One

Are you willing to work Saturdays, Sundays, and Holidays? Yes No Which do you want to work? Full-time Part-time

If part-time, specify the days/hours you are available to work. _____

Are you under 18 years old? Yes No If Yes, can you produce a work permit if hired? Yes No

Are you legally eligible for employment in the United States? Yes No
**If offered a position, the Immigration and Naturalization Act of 1986 requires you to furnish proof of your employment authorization and identity before you begin work.

Can you perform the essential job functions of this position with or without a reasonable accommodation? Yes No

Have you ever been convicted of, plead guilty, no contest or nolo contendere, to a misdemeanor or felony (or an indictable offense in New Jersey)? ***IMPORTANT: In addition to the asterisk text, please read all state law information below before answering this question. YES NO (circle one)

- * Do not report any conviction that has been sealed, expunged, statutorily eradicated, annulled, impounded, erased, dismissed under a first offender's law, pardoned by a Governor, or which state law allows you to lawfully deny as set forth below. You are also not required to disclose violations, infractions, petty misdemeanors, or summary offenses. A conviction will not necessarily be a bar to 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. Factors such as age at the time of the offense(s), recency of the offense(s), seriousness of the offense(s), nature of the violation(s), its relation, if any, to the job you are seeking, and rehabilitation will be taken into account. Failure to honestly answer these questions will result in discontinued consideration of your application or termination of employment.
- * **California applicants/residents:** You need not disclose any referral to, and 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) that occurred prior to 1976.
- * **Connecticut applicants/residents:** You need not disclose any conviction record that has been erased pursuant to Sections 46b-146, 54-76o 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, nolleed or withdrawn, 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.
- * **Hawaii applicants/residents:** DO NOT respond to this question until you have been given a conditional offer of employment.
- * **Kentucky applicants/residents:** DO NOT respond "Yes" as a result of any misdemeanor conviction where the date of conviction was more than five years ago.
- * **Massachusetts applicants/residents:** DO NOT answer this question during the initial application stage or prior to any interview. Massachusetts law prohibits employers from making inquiries regarding applicants' criminal history information in an initial written application form. You may be required to provide some criminal history information later in the hiring process.
- * **Philadelphia applicants/residents:** DO NOT answer this question during the application stage or until after a first interview. A Philadelphia ordinance prohibits employers from make inquiries regarding applicants' criminal history information in an application. You may be required to provide some criminal history information later in the hiring process.
- * **Washington applicants/residents:** You may exclude convictions that occurred over ten years ago.

Employment Record

Starting with your most recent or present employer, list all previous employers. Include self-employment, summer, and part-time jobs. If more space is required, please continue on a separate sheet. *Circle the name of any employer or supervisor you do not wish us to contact at this time.*

Dates Employed	Company Name	Supervisor & Phone Number	Responsibilities	Base Salary / Hourly Wage	Reason for Leaving

If employed under another name, indicate that name here: _____

Have you ever been employed by Compass Group or any of its subsidiaries? Yes No

If Yes, list dates of employment: _____ Location: _____ Supervisor: _____ Position: _____

Sector Name: _____ Reason for leaving: _____

List any relatives working with Compass Group or its subsidiaries: _____

How were you referred to Compass Group? (Indicate name of employee, if applicable). _____

Educational History

School Name	Location (City, State)	Major Course or Subject	Graduated (Yes/No)	Degree
High School				
Technical/Trade School				
College				
Other Education/Training				

Professional/Work References

Name	Title/Relationship	Full Address	Telephone	Occupation

Circle One

May we contact your present employer? Yes No**

**Please note that we reserve the right to contact your current employer after you accept a conditional offer of employment.

APPLICANT’S AUTHORIZATION
(Read carefully before signing)

I understand that:

The information that I have provided in this application is true, correct and complete to the best of my knowledge. I understand any falsification, misrepresentation or omission of any facts in my application, resume or any other materials or during any interviews, can be justification for denial of employment or, if employed, termination from the Company. I acknowledge and agree that I am not a party to an agreement with another person, company, or entity that restricts in any manner my ability to work for Compass Group, perform the duties and responsibilities of my position, or to otherwise perform any services for Compass Group.

A physical examination may be required of job applicants to verify fitness to work after a job offer is extended but prior to beginning work. The results of such an examination may be cause for withdrawal of the employment offer. I understand that the results of any such examination will be kept confidential in a file separate from my personnel file, and will only be used for purposes consistent with the Americans With Disabilities Act and any other applicable law.

I authorize and request that all of my present and former employers and those individuals I have listed as personal references furnish information about my current or past employment record, including a statement of the reason for the termination of my employment, work performance, abilities and other qualities pertinent to my qualifications for employment, hereby releasing them from any and all liability for damages arising from furnishing the requested information.

I authorize Compass Group to use any lawful method, in its sole discretion, it deems reasonable and necessary to determine whether I have engaged in conduct that would interfere with or adversely affect the business interests of Compass Group, or to determine whether I have engaged in conduct warranting disciplinary action. Such a determination involves the use of background checks which may include, without limitation, safety-related inquiries, motor vehicle records checks, arrest and criminal record inquiries, drug testing, financial disclosures, fingerprinting, and credit history inquiries. I understand that I will be required to sign a separate consent and authorization for such background check inquiries to be run on me.

In consideration of my employment, I agree to comply with the policies, rules, regulations, and procedures of the Company and understand that my employment and compensation 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 manager or representative of the Company, other than the CEO has any authority to enter into any agreement with me for employment for any specified period of time or to make any agreement different from or contrary to any Company policy. I further understand that any such agreement, if made, shall not be enforceable unless it is in writing and signed by me and by the CEO.

I understand this statement does not constitute an employment contract between Compass Group and me and that my employment, if I am hired, is “at will.” This means my employment is not for any fixed duration and I can choose to end my employment at any time or be terminated at any time with or without notice or cause for any reason not otherwise prohibited by law.

I also understand that if I am hired by Compass Group, I must comply with the lawful requirements for access to the property where I am assigned to work as set and enforced by the property owner or lessee. If the property owner or lessee lawfully denies me access to that property at anytime during my employment with Compass Group, I understand that I will be removed from any continuing work opportunities at that location and that I may also be denied work opportunities at other Compass Group locations until the issue(s) related to access denial has been resolved. I understand and acknowledge that it is my responsibility to cooperate with the Company as it reviews the reasons related to my inaccessibility to a work location. Any associate who fails to cooperate with the Company or otherwise resolve an issue related to property access in a timely manner will be subject to termination on the basis of job abandonment or other reason as appropriate under the circumstances.

Compass Group is also required by law to notify certain applicants that:

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.

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 AND SUBJECT TO A FINE NOT EXCEEDING \$100.

Signature

Date

Printed Name

