

EMPLOYMENT APPLICATION

NAME _____ SOC. SEC. NO. _____ TEL. NO. _____

ADDRESS _____ CITY & STATE _____

HIGH SCHOOL _____ COLLEGE _____

CITY & STATE _____ CITY & STATE _____

LAST YEAR COMPLETED _____ LAST YEAR COMPLETED _____

EMPLOYMENT RECORD (LIST MOST RECENT EMPLOYMENT FIRST)

You may include any verified work performed on a voluntary basis

NAME AND ADDRESS OF COMPANY	DATE TO - FROM	TYPE WORK	SALARY	NAME OF SUPERVISOR	REASON FOR LEAVING

AVAILABILITY - STATE ALL HOURS YOU WILL BE ABLE TO WORK IN CHART BELOW

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY	CHECK ONE
FROM								<input type="checkbox"/> FULL TIME
TO								<input type="checkbox"/> PART TIME

IMPORTANT: WORKING PAPERS OR A CERTIFICATE OF AGE MAY BE REQUIRED BEFORE HIRING.

In answering the following questions, you may omit any information or answer "no record" with regard to any conviction for which there is a sealed record on file. You should also omit first convictions for drunkenness, simple assault, speeding, minor traffic violations, affray or disturbance of the peace.

1. Have you ever been convicted of a felony? Yes No If yes, give details and date.

2. Have you been convicted of a misdemeanor in the last five years? Yes No If yes, give details and date.

Are you a U.S. citizen or otherwise legally able to work in the U.S.? Yes No
Proof of employability will be required of all applicants hired.

The facts set forth in my application for employment are true and complete. I understand that if I am employed, false statements on the application shall be considered sufficient cause for dismissal. I agree that all individuals supplying information about me, for reference purposes, are released from liability. If a job opportunity is offered, I shall comply with all Dunkin' Donuts uniform requirements. I understand that job responsibilities often include counter work, product preparation, and cleaning duties.

Unless box below is checked, this is an independently owned and operated FRANCHISE of the DUNKIN' DONUTS SYSTEM.

Company Operated Shop

SIGNATURE OF APPLICANT

Selection of employees will be on the basis of occupational qualifications, education and character without regard to age, sex, race, creed, color, national origin or handicap.

DUNKIN' DONUTS IS AN EQUAL OPPORTUNITY EMPLOYER



EMPLOYMENT APPLICATION

Kohl's Department Stores is an Equal Employment Opportunity Employer and gives all applicants for employment equal consideration regardless of race, color, sex, religion, national origin, ancestry, age, physical or mental disability, sexual orientation, transgender status, genetic information, marital status, citizenship status, veteran status, pregnancy, height, weight, or any other status protected by federal, state or local law. Upon request and consistent with applicable laws, Kohl's will provide reasonable accommodations to individuals with disabilities who need an accommodation to fully participate in the application process.

Date _____

Name _____
Last First Middle Home Number _____

Address _____
Street City State Zip Cell Number _____

List any additional names which you have used which will permit us to check your work record: _____

Position Applied For _____ Date available to start work: _____

AVAILABLE TO WORK:

	SUN	MON	TUE	WED	THU	FRI	SAT	
FROM (START TIME)								Full Time <input type="checkbox"/>
TO (END TIME)								Part Time <input type="checkbox"/>

Have you ever applied at or been employed by Kohl's before? _____ If yes, please give dates & location _____

Have you ever worked for Kohl's in the capacity of a temporary employee and/or contracted employee? _____ If yes, please explain. _____

Are you legally entitled to work in the United States? _____ If hired, can you provide documentation of this eligibility? _____

Are you 18 years of age or older? _____ If no, state your age _____

Do you have any friends or relatives employed by Kohl's? _____ If yes, give names and locations _____

Employment History – First list all current employment, then list all previous employment.

Company Name and Address	From Mo./Yr.	To Mo./Yr.	Position Title Supervisor's Name	Starting Salary	Ending Salary	Reason for Leaving
1.	/	/				
2.	/	/				
3.	/	/				
4.	/	/				

Please explain all periods of unemployment:

From	/	To	/	Reason	
From	/	To	/	Reason	
From	/	To	/	Reason	

We conduct pre-employment drug screening for some positions. Are you willing to submit to a drug test? Yes _____ No _____

BEFORE ANSWERING the following questions, please refer to the instructions that follow if you are applying for a position in California, Connecticut, Illinois, Massachusetts, New York, Utah, or Washington.

Have you ever been convicted of or plead guilty to a crime? (Answer NO for any annulled, expunged or sealed records; minor traffic offenses; or any conviction that was pardoned, discharged, or dismissed upon condition of probation).

Yes _____ No _____

If you checked "Yes," please explain below. A criminal conviction will not necessarily be a bar to employment. To help us evaluate your application, please describe the nature of the crime and your subsequent rehabilitation.

If yes, provide details _____

INSTRUCTIONS - CRIMINAL CONVICTIONS QUESTIONS

California Applicants: You may answer "No Record" with respect to any conviction for a marijuana offense if the conviction occurred more than two years prior to the date this application is completed. In addition, do not provide any information regarding a referral to and participation in any pre-trial or post-trial diversion program.

Connecticut Applicants: You are not required to disclose the existence of any arrest, criminal charge or conviction, the records of which have been erased. Conn.Gen.Stat. Sections 46b-146, 54-76o or 54-142a. Criminal records subject to erasure pursuant to Conn.Gen.Stat. Sections 46b-146, 54-76o or 54-142a are records related to (a) determinations of "delinquency" or that, as a child, you were a member of a family with service needs, (b) a ruling you are a "youthful offender", (c) a finding you are not guilty for a criminal charge, or (d) a conviction for which you have received an "absolute pardon". Any person whose criminal records have been erased pursuant to Conn. Gen.Stat. Sections 46b-146, 54-76o or 54-142a shall be deemed to never have been arrested within the meaning of the general statutes with respect to the proceedings so erased and may so swear under oath.

Illinois Applicants: You are not required to reveal any expunged convictions, including expunged juvenile convictions.

Massachusetts Applicants: If you have a sealed record on file with the commissioner of probation you may answer "No Record" with respect to any inquiry herein relative to prior arrests, criminal court appearances or convictions. You may answer "No Record" with respect to any inquiry relative 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. In addition, you may answer "No Record" with respect to a first conviction for: (1) the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violation, affray or disturbances of the peace; or (2) any misdemeanor conviction where the date of conviction or any resulting incarceration occurred five (5) or more years ago.

New York Applicants: You may answer "No Record" with respect to any youthful offender conviction.

Utah Applicants: You may answer "No Record" with respect to any conviction for a misdemeanor or summary offense.

Washington Applicants: Answer "Yes" only if the conviction or release from imprisonment was within the last ten (10) years, or related to the functions of the position for which you are applying.

ADDITIONAL STATE INFORMATION

Maryland / Massachusetts Applicants: It is unlawful for an employer to require or demand as a condition of employment, prospective employment, or continued employment, that any individual submit to or take a lie detector or similar tests. An employer who violates the law is subject to criminal penalties and fines.

Rhode Island Applicants: Kohl's is subject to Chapters 29-38 of Title 28 of the General Laws of Rhode Island and is therefore covered by the state's workers' compensation law.

APPLICANT'S STATEMENT

I have read and fully understand the questions asked in this application. I certify that all of the answers I have given are true, accurate and complete. I understand that the omission and/or misrepresentation of any fact from or on this application or during any interview will result in immediate rejection of my application or if I am hired will be cause for immediate dismissal. Unless I noted otherwise, I authorize the Company to contact all my employment references and personal references, as well as the education institutions I have attended. I further authorize the Company to inquire about, investigate and obtain copies of any records which relate to me from my former employers and educational institutions. I hereby release Kohl's and all affiliated persons and entities, as well as any person or institution that provides Kohl's with any lawful information about me, from any and all liability whatsoever resulting from any such lawful inquiry, investigation or communication.

If hired, I agree to abide by all of the rules and regulations of the Company. I understand and agree that nothing in this application shall constitute an offer, a contract or a guarantee of employment for a specific period of time. If hired, I understand that my employment is at-will and may be terminated with or without cause and with or without notice at any time, at the option of either Kohl's or myself. I further understand that no representative or agent of the Company, other than the Senior Vice President of Human Resources, has the authority to enter into any agreement for employment for any specific period of time, or to make an agreement contrary to the foregoing. I also understand that any agreement modifying my at-will employment status must be in writing and signed by the Senior Vice President of Human Resources. In addition, I understand that the Company and all plan administrators shall have the maximum discretion permitted by law to administer, interpret, modify, discontinue, enhance or otherwise change all policies, procedures, benefits or other terms and conditions of employment. I understand that any hiring decision is contingent upon my successful completion of all of the Company's lawful pre-employment checks, which may include a background check. I agree to execute any consent forms necessary for the Company to conduct its lawful pre-employment checks.

Signature _____

Date _____

King of the Sky, Ron Akana

Q: What's your name?

A: My name is Ron Akana

Q: Where are you from?

A: I'm from Colorado.

Q: How old are you?

A: I'm 83 years old.

Q: Are you working or retired?

A: I'm working!

Q: What's your job?

A: I'm a flight attendant at United Airlines.

Q: How long have you been working?

A: I've been working as a flight attendant for 63 years. I started work in 1951.

Q: Do you like your job?

A: I love my job! I love flying and I love meeting people. I also like traveling.

Q: Does your wife work?

A: Before, she was a flight attendant. Now, she's a homemaker.

Q: Does your daughter work?

A: Yes! She's a flight attendant, too! She's been working for 22 years.



Name _____

Date _____

Use words in the box. Fill in the missing words.

Mr. Akana _____ 83 _____ old. He _____ in Colorado. He _____ retired. _____ is a flight attendant. He _____ at _____ He's been _____ for 63 years. He _____ flying and meeting _____. His daughter is a flight attendant _____. His wife was a flight attendant _____.

he	before	lives
working	loves	people
works	is	now
years	isn't	United Airlines

1. Would you like to be a flight attendant? Why?
2. Should Mr. Akana stop working? Why or why not?
3. Write 3 questions to ask Mr. Akana.



Ron Akana, King of the Sky

DENVER — as the passengers **boarded** United Flight 618 to Hawaii here last month, a silver-haired flight attendant **greeted** them.

Mr. Akana, age 83, has worked as a **flight attendant** for 63 years. He has flown 20 million miles, like **circling** the earth about 800 times!

Why doesn't he retire? Mr. Akana said it's not only about the pay check. He said, "I love this job. If I stopped, I would miss the people I work with – and I'd miss the **passengers** too."

In the 1960's there were no older flight attendants. Most flight attendants were women. The job title was "stewardess." In 1960, the airlines required women to stop working at age 32. If women married or became pregnant, they had to leave.

Now, 40 percent of the flight attendants in the United States are 50 or older. Less than 18 percent are 34 or younger.

. Mr. Akana has seen many changes. Years ago, he says, "Passengers dressed up to fly. "All the men had suits and ties on. The ladies were always showcases of fashion." Nobody wore jeans on an airplane!

Mr. Akana lives in Colorado. He met his wife on a plane. She was a flight attendant, too. His wife is a homemaker now. His daughter, Elizabeth is a flight attendant. She's been flying for 22 years.

Mr. Akana is thinking about retiring... After so many years of flying, he and his wife want to see the country by RV and perhaps take a cruise.

Name _____

Date _____

Fill in the missing words.

Mr. Akana _____ 83 _____ old. He _____ in
Colorado. He _____ retired. _____ is a flight attendant. He _____ at
_____. He's been _____ for 63 years. He
_____ flying and meeting _____. His daughter is a flight
attendant _____. His wife was a flight attendant _____.

1. Would you like to be a flight attendant? Why or why not?

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