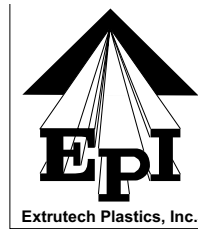


Application for Employment



PLEASE PRINT

Position(s) Applied For _____ Date of Application _____

Name _____
LAST FIRST MIDDLE

Address _____
STREET CITY STATE ZIP CODE

Telephone (_____) _____ - _____ Social Security Number _____
AREA CODE

If you are under 18, can you furnish a work permit? Yes No
 If you are under 18, what is your birth date? _____ Due to the nature of our business, we are
 restricted by law as to what jobs you can perform and hours you may work.

Have you ever been employed here before? Yes No

Are you legally eligible for employment in this country? Yes No
(Proof of U.S. citizenship or immigration status will be required upon employment.)

Date available for work: ____/____/____ Wage expectations: \$ _____ per hour

Type of employment desired: Full Time Part Time Temporary

Our regularly scheduled work week is 40 hours per week Monday through Friday, and may require some overtime (sometimes weekends). Are you able to meet the attendance requirements of the position? Yes No

Are you able to work overtime during the week and on Saturday if required? Yes No If no, why? _____

Have you ever been convicted of a felony in the last seven (7) years? Yes No
(Such conviction may be relevant if job related, but does not bar you from employment.)

If yes, please explain:

Have you ever been convicted of a misdemeanor in the last three (3) years? Yes No
(Such conviction may be relevant if job related, but does not bar you from employment.)

If yes, please explain:

Drivers's license number (if required by job) _____ State _____

Employment History

Please complete the next section with your last four jobs. If you had any gaps in employment, explain. If you have a resume to attach, be sure to complete the employment section anyway.

From	To	Employer	Telephone
Job Title		Address	
Immediate Supervisor and Title		Summarize the nature of work performed and job responsibilities.	
Reason for leaving		Hourly Rate/Salary Start \$ _____ per _____ Final \$ _____ per _____	
From	To	Employer	Telephone
Job Title		Address	
Immediate Supervisor and Title		Summarize the nature of work performed and job responsibilities.	
Reason for leaving		Hourly Rate/Salary Start \$ _____ per _____ Final \$ _____ per _____	
From	To	Employer	Telephone
Job Title		Address	
Immediate Supervisor and Title		Summarize the nature of work performed and job responsibilities.	
Reason for leaving		Hourly Rate/Salary Start \$ _____ per _____ Final \$ _____ per _____	
From	To	Employer	Telephone
Job Title		Address	
Immediate Supervisor and Title		Summarize the nature of work performed and job responsibilities.	
Reason for leaving		Hourly Rate/Salary Start \$ _____ per _____ Final \$ _____ per _____	

Skills and Qualifications

Summarize special skills and qualifications acquired from employment or other experiences that may qualify you for work with our company.

Educational Background

Name and Location	Years Completed	Did You Graduate?		Course of Study
High School				
College		Major	Degree	
Other				

References

Name	Telephone	Years Known
	() - Area Code	
	() - Area Code	
	() - Area Code	

It is understood and agreed upon that any misrepresentation by me in this application will be sufficient cause for cancellation of this application and/or separation from the employer's service if I have been employed. Furthermore, I understand that just as I am free to resign at any time, the employer reserves the right to terminate my employment at any time, with or without cause and without prior notice. I understand that no representative of the employer has the authority to make any assurances to the contrary.

I give the employer the right to investigate all references and to secure additional information about me, if job related. I hereby release from liability the employer and its representatives for seeking such information and all other person, corporations or organizations for furnishing such information.

Signature of Applicant _____ Date ____/____/____

DO NOT WRITE BELOW THIS LINE

SUMMARY OF INTERVIEW _____

Accepted for employment: Yes No Position _____

Starting Rate \$ _____ per Hour Week Scheduled to start work ____/____/____

Interviewed by: _____ Date ____/____/____

BENEFITS PACKAGE FOR FULL TIME SKANDIA EMPLOYEES

HOLIDAYS

6 Paid (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day).
Must have completed 90-day probationary period to be eligible for paid holidays.

VACATION

No vacation time is earned during probationary period.

1 year = 1 week

3 years = 2 weeks

10 years = 3 weeks

GROUP LIFE, HEALTH INSURANCE & DENTAL INSURANCE

Eligible to participate the first day of the month following 60-day probationary period.

PROFIT SHARING / 401K PLAN

Eligible to participate in plan after one (1) year of employment. Open enrollment dates are January 1 and July 1. You may contribute up to 10% of your weekly income into the 401k plan. You will vest at 20% after two (2) years. Each year after two years, the vesting increases by 20%, 3rd year 40%, 4th year 60%, 5th year 80%, 6th year 100%.