

# APPLICATION FOR EMPLOYMENT



- \* IF YOU CURRENTLY USE DRUGS ILLEGALLY, DO NOT APPLY.
- \* IF SELECTED, YOU WILL BE ASKED TO TAKE A PREEMPLOYMENT DRUG TEST.
- \* IF SELECTED, BEFORE YOU BEGIN WORK YOU MUST SUPPLY PROOF OF IDENTITY AND...  
(DRIVER'S LICENSE, PASSPORT, ALIEN REGISTRATION CARD WITH PHOTOGRAPH, ETC)
- \* PROOF OF EMPLOYMENT ELIGIBILITY. (SOCIAL SECURITY CARD, INS CARD, OR BIRTH CERTIFICATE)

- \* SI ACTUALMENTE USA DROGAS ILEGALES, NO APLIQUE.
- \* SI ES ELEGIDO, SE LE PEDIRA QUE TOME UN EXAMEN DE DROGAS.
- \* SI ES ELEGIDO, ANTES DE EMPEZAR A TRABAJAR DEBE PROVEER PRUEBA DE IDENTIDAD Y...  
(LICENCIA DE CONDUCIR, PASAPORTE, TARJETA DE RESIDENCIA CON FOTOGRAFÍA, ETC.)
- \* PRUEBA DE ELEGIBILIDAD DE EMPLEO (SEGURO SOCIAL, RESIDENCIA O ACTA DE NACIMIENTO)

APPLICANTS MUST APPLY ONCE EVERY TWO MONTHS TO REMAIN UNDER CONSIDERATION FOR EMPLOYMENT. LOS SOLICITANTES DEBEN APLICAR UNA VEZ CADA DOS MESES PARA PERMANECER BAJO CONSIDERACIÓN DE EMPLEO.

Name / Nombre \_\_\_\_\_ Date \_\_\_\_\_  
Last / Apellido First / Nombre Middle / Segundo Nombre Fecha

Union Local \_\_\_\_\_ Email: \_\_\_\_\_  
Sindicato

Present Address / Dirección Actual

Street / Calle \_\_\_\_\_ City / Ciudad \_\_\_\_\_ Zip / Código Postal \_\_\_\_\_

Phone / Teléfono \_\_\_\_\_ Cell Phone / Número de Celular \_\_\_\_\_

How long have you lived at present address? / ¿Tiempo viviendo en dirección actual? \_\_\_\_\_

Previous Address / Dirección Anterior

Street / Calle \_\_\_\_\_ City / Ciudad \_\_\_\_\_ Zip / Código Postal \_\_\_\_\_

Time there? / ¿Cuánto tiempo? \_\_\_\_\_

## EMERGENCY CONTACT INFORMATION / INFORMACION DE CONTACTO EN CASO DE EMERGENCIA

Name and Relationship to Employee \_\_\_\_\_  
Nombre y Relación con el Empleado

Phone \_\_\_\_\_ Address \_\_\_\_\_  
Teléfono Dirección

Position(s) Applied for / Posición(es) por la cual(es) Aplica \_\_\_\_\_

Are you able to perform the job duties for which you are being hired with or without reasonable accomodation? / ¿Es capaz de realizar las tareas de trabajo para el que se contrata con o sin alojamiento razonable?

Store Location / Ubicación de la Tienda \_\_\_\_\_ Department / Departamento \_\_\_\_\_

How were you referred to us? / ¿Cómo fue referido a nosotros? \_\_\_\_\_

Full Time \_\_\_\_\_ Part Time \_\_\_\_\_ Specify hours/days if Part Time \_\_\_\_\_  
Tiempo completo Medio Tiempo Especifique horas/días si es Medio Tiempo

Were you previously employed by us? \_\_\_\_\_ If yes, when? \_\_\_\_\_  
¿Estuvo empleado con nosotros en el pasado? ¿Sí es así, cuándo?

List friends/relatives working for us and state relationship (if none, write "none").

Liste amigos/familiares que trabajen para nosotros y establezca relación (si no hay nadie, escriba "nadie")

If selected, on what date will you be available for work? \_\_\_\_\_

¿Si es seleccionado, en qué fecha está disponible para trabajar?

Driver's License Number \_\_\_\_\_ Is your Driver's License Suspended / Revoked? \_\_\_\_\_

Número de Licencia de Conducir

¿Esta su Licencia de Conducir Suspendida / Revocada?

Have you been convicted of "driving under the influence" or "driving while intoxicated" within the past 3 years? \_\_\_\_\_

¿Ha sido convicto por "conducir bajo la influencia" o "intoxicado" durante los últimos 3 años?

Are you over the age of seventeen? \_\_\_\_\_ (If not, a School Work Permit is required.)

¿Es mayor de diecisiete años? (Si no lo es, se requiere un Permiso de la Escuela para Trabajar.)

Have you ever been arrested but the case is pending / unresolved? \_\_\_\_\_

¿Ha sido arrestado alguna vez, pero el caso está pendiente / no resuelto?

If yes, describe in full (conviction of a crime does not necessarily prevent employment)

Si es así, describa por que (el haber sido condenado por un crimen no necesariamente le impide ser empleado)

Have you ever pled guilty, "nolo" or "no contest" to, or been convicted of a misdemeanor / felony? If yes, give date(s) and details. \_\_\_\_\_

¿Se ha declarado culpable, "nolo," "no contienda," o ha sido condenado por delito menor / agravado? Si es así, de fecha(s) y detalles.

**NOTE:** Answering "Yes" does not constitute an automatic bar to employment. Factors such as age and time of the offense, seriousness and nature of the violation, and rehabilitation will be taken into account. Do not include minor traffic infractions, convictions for which the record has been sealed, expunged, erased, discharged, impounded, annulled, or eradicated, any conviction for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed, referrals to and participation in any pretrial or post trial diversion programs, or misdemeanor marijuana-related offenses that occurred over two years ago.

**NOTA:** Contestar "Si" no constituye un obstáculo automático para ser empleado. Factores como la edad y tiempo de la ofensa, seriedad y naturaleza de la violación, y rehabilitación serán tomados en cuenta. No incluya infracciones de tráfico menores, convicciones de las cuales el record ha sido cerrado, cancelado, borrado, librado, anulado, o erradicado, cualquier convicción por la cual el periodo de prueba ha sido completado con éxito o ha sido librado y el caso ha sido judicialmente liberado, referencias a y participación en cualquier programa pre-juicio o post-juicio, o una violación menor relacionada a marihuana que ocurrió hace más de dos años.

### EDUCATION RECORD

#### NIVEL EDUCATIVO

NAME / LOCATION OF SCHOOL  
NOMBRE / DIRECCIÓN DE LA ESCUELA

CIRCLE LAST YEAR COMPLETED  
CIRCULE ULTIMO AÑO TERMINADO

Elementary \_\_\_\_\_ 5 6 7 8  
Primaria/Secundaria

High \_\_\_\_\_ 1 2 3 4  
Preparatoria

College \_\_\_\_\_ 1 2 3 4  
Universidad

**LIST ALL PRESENT AND PAST EMPLOYMENT, BEGINNING WITH THE MOST RECENT****LISTE TODOS SUS TRABAJOS, PRESENTES Y PASADOS EMPEZANDO CON EL MAS RECIENTE**

Month/Year <i>Mes/Año</i>	Name & Address of Employer <i>Nombre y Dirección del Empleador</i>	Salary <i>Salario</i>	Position <i>Posición</i>
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*From / De**To / Hasta**Reason for Leaving / Motivo de Retiro:*

Month/Year <i>Mes/Año</i>	Name & Address of Employer <i>Nombre y Dirección del Empleador</i>	Salary <i>Salario</i>	Position <i>Posición</i>
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*From / De**To / Hasta**Reason for Leaving / Motivo de Retiro:*

Month/Year <i>Mes/Año</i>	Name & Address of Employer <i>Nombre y Dirección del Empleador</i>	Salary <i>Salario</i>	Position <i>Posición</i>
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*From / De**To / Hasta**Reason for Leaving / Motivo de Retiro:*

\*\*\*Use extra sheet of paper if necessary. You may also attach a resume in addition to the above information\*\*\*  
*Use una hoja extra si es necesario. Usted puede también incluir su currículo en adición a la información dada arriba*

**Please explain fully any gaps in your employment history. Be sure to account for all periods of time including military service and any period of unemployment.**

*Por favor explique completamente cualquier periodo de ausencia en su historial de trabajo. Asegúrese de incluir todos los periodos de tiempo incluyendo el servicio militar y cualquier periodo de desempleo.*

**Did you have any performance problems or complaints at your last job?**

*¿Tuvo problemas de desarrollo laboral o quejas en su último trabajo?*

**May we contact the employers you have listed? If not, please explain**

*¿Podemos comunicarnos con los empleadores que ha listado? Si no, por favor explique.*

**List any skills, or qualifications which you feel would especially qualify you for work in our company.**

*Liste conocimientos, o experiencia que específicamente lo califican a para trabajar en nuestra compañía.*

**Do you have any commitments to any other employer which may affect your employment? If yes, explain.**

*¿Tiene usted un compromiso de trabajo con otro patrón que pudiera afectar su trabajo? Si es así, explique.*

**PERSONAL REFERENCES (DO NOT LIST FORMER EMPLOYERS OR RELATIVES)**

**REFERENCIAS PERSONALES (NO LISTE EMPLEADORES PASADOS O PARIENTES)**

Name  
Nombre

Occupation  
Ocupación

Address  
Dirección

Telephone  
Teléfono

1. \_\_\_\_\_
2. \_\_\_\_\_

I understand that the Company is committed to providing equal opportunity in all employment practices, including but not limited to selection, hiring promotion, transfer, and compensation to all qualified applicants and employees without regard to age, race, color, national origin, sex, religion, handicap or disability, citizenship status, service member status, or any other category protected by federal, state, or local law.

*Yo entiendo que la compañía está comprometida a proveer igualdad de oportunidades en todas las prácticas de trabajo, incluyendo pero no limitado a la selección, ascenso en el empleo, transferencia, y compensación para todos los candidatos calificados y empleados sin importar la edad, raza, color, nacionalidad, sexo, religión, minusvalía o incapacidad, ciudadanía, status de servicio, o cualquier otra categoría protegida por la ley federal, estatal o local.*

I authorize former and present employers, and professional, work, and personal references listed in the application and any other individuals I may name, to give the Company or its designee any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release such parties from all liability for any damages that may result from furnishing same to the Company. I also authorize the Company to provide truthful information concerning my employment with it to future employers, and I agree to hold it harmless for providing such information.

*Yo autorizo a mis pasados y presentes empleadores, y profesional, trabajo, y referencias personales listadas en la solicitud y cualquier otro individuo que yo nombre, a darle a la Compañía o su designado toda y cualquier información concerniente a mis trabajos previos e información pertinente que ellos pudieran tener, personal o de otra forma, y libro a tales partes de toda responsabilidad por cualquier daño que pudiera resultar por proveer con la misma a la compañía. Yo también autorizo a la Compañía a proveer información verídica concerniente a mi empleo con ellos a futuros empleadores, y yo estoy de acuerdo en librarlos de toda responsabilidad por proveer dicha información.*

I certify that the information given by me on this application and during the interview process is true and complete in all respects, and I agree that if the information is found to be false, misleading, or unsatisfactory in any respect (in the Company's judgment) that I will be disqualified from consideration for employment or subject to immediate dismissal if discovered after I am hired.

*Yo certifico que la información dada por mí en esta solicitud y durante el proceso de la entrevista es verídica y completa en todos los aspectos, y yo estoy de acuerdo que si la información es encontrada falsa, engañosa, o insatisfactoria en cualquier aspecto (a juicio de la compañía) yo será descalificado para ser considerado a ser empleado o será sujeto a despido inmediato si es descubierto después de ser empleado.*

I understand that if I become employed by Draeger's, my employment is for no specific term. Except for any period(s) of time that I am employed in a position covered by a collective bargaining agreement which provides otherwise, I further understand my employment with Draeger's is terminable, with or without notice, at the will of either myself or the company. This means that I can resign at any time and for any reason, and the company may terminate my employment at any time and for any reason not prohibited by law.

*Yo entiendo que si soy emplead por Draeger's, mi empleo es por un término no especificado. Excepto por cualquier periodo(s) de tiempo que yo sea empleado en una posición cubierta por un acuerdo colectivo negociado que provea de otra forma, yo también entiendo que mi empleo con Draeger's puede ser terminado, con o sin aviso, por voluntad ya sea propia o de la compañía. Esto quiere decir que yo puedo renunciar en cualquier momento y por cualquier razón, y la compañía puede terminar mi empleo en cualquier momento y por cualquier razón no prohibida por la ley.*

**DO NOT SIGN UNTIL YOU HAVE READ AND UNDERSTAND THESE STATEMENTS**  
**NO FIRME HASTA QUE HAYA LEÍDO Y ENTENDIDO ESTAS DECLARACIONES**

\_\_\_\_\_  
Applicant's Signature / Firma del Solicitante

\_\_\_\_\_  
Date / Fecha

\*\*\*\*\*If this application has not been fully completed, you may be disqualified from consideration for hire\*\*\*\*\*  
Si esta solicitud no se completa en su totalidad, usted podría ser descalificado y no se le podrá emplear.



**Background Screeners of America • 18344 Oxnard St. Suite 101  
Tarzana, CA 91356 • 866-570-4949 • FAX 866-570-5656 • [info@wescreenusa.com](mailto:info@wescreenusa.com)**

### DISCLOSURE AND RELEASE FORM

In connection with my application for employment (including contract for services or volunteer services) or tenancy with Draeger's Supermarkets Inc, at 291 Utah Ave, South San Francisco, California 94080, consumer reports will be requested. These consumer reports (investigative consumer reports in California) may include the following types of information: names and dates of previous employers, salary, work experience, education, accidents, licensure, credit (except California), etc. I further understand that such reports may contain public record information such as, but not limited to: my driving record, workers' compensation claims, judgments, bankruptcy proceedings, criminal records, etc., from federal, state and other agencies which maintain such records.

In addition, investigative consumer reports as defined by the federal Fair Credit Reporting Act, gathered from personal interviews with former employers and other past or current associates of mine to gather information regarding my work performance, character, general reputation and personal characteristics, may be obtained.

**I AUTHORIZE, WITHOUT RESERVATION, ANY PARTY OR AGENCY CONTACTED BY THE CONSUMER REPORTING AGENCY TO FURNISH THE ABOVE-MENTIONED INFORMATION.**

I have the right to make a request to the consumer reporting agency: **Background Screeners of America**, 18344 Oxnard Street, Suite 101, Tarzana, CA 91356; telephone (866) 570-4949 ("Agency"), upon proper identification, to request the nature and substance of all information in its files on me at the time of my request, including the sources of information and the agency, on our behalf, will provide a complete and accurate disclosure of the nature and scope of the investigation covered by the investigative consumer report(s); and the recipients of any reports on me which the agency has previously furnished within the two year period for employment requests, and one year for other purposes preceding my request (California three years). I hereby consent to your obtaining the above information from the agency. You may view their privacy policy at their website: [www.backgroundscreenersofamerica.com](http://www.backgroundscreenersofamerica.com).

I hereby authorize procurement of consumer report(s) and investigative consumer report(s). If hired (or contracted), this authorization shall remain on file and shall serve as ongoing authorization for you to procure consumer reports at any time during my employment (or contract) period.

☐ **California, Minnesota and Oklahoma Applicants only: Check box if you request a copy of any consumer report ordered on you.**

#### Notice to California Applicants:

You have the right under Section 1786.22 of the California Civil Code to contact the Agency during reasonable hours (9:00 a.m. to 5:00 p.m. (PTZ) Monday through Friday) to obtain all information in your file for your review. You may obtain such information as follows: 1) In person at the Agency's offices, which address is listed above. You can have someone accompany you to the Agency's offices. Agency may require this third party to present reasonable identification. You may be required at the time of such visit to sign an authorization for Agency to disclose to or discuss your information with this third party; 2) By certified mail, if you have previously provided identification in a written request that your file be sent to you or to a third party identified by you; 3) By telephone, if you have previously provided proper identification in writing to Agency; and 4) Agency has trained personnel to explain any information in your file to you and if the file contains any information that is coded, such will be explained to you.

#### Notice to New York Applicants:

For consumers applying for work in New York: I acknowledge receiving a copy of Article 23-A of the New York Correction Law \_\_\_\_\_. (Initials)

Search Requestor Copy

☐ I acknowledge I have been provided a copy of consumer's rights under the Fair Credit Reporting Act.

NAME: First _____		Middle _____	Last _____
Social Security # _____		Date of Birth _____	
Email _____			
Current Address:		Previous Address:	
Drivers Lic. # _____		State Issuing _____	
Alias Names Used:			

**X**

DATE: \_\_\_\_\_

APPLICANT SIGNATURE

Search Requestor Copy

*Para informacion en espanol, visite [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.*

### **A Summary of Your Rights Under the Fair Credit Reporting Act**

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA.

**For more information, including information about additional rights, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  - a person has taken adverse action against you because of information in your credit report;
  - you are the victim of identity theft and place a fraud alert in your file;
  - your file contains inaccurate information as a result of fraud;
  - you are on public assistance;
  - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-567-8688.
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).

**Applicant Copy**

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
<p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates.</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the Bureau:</p>	<p>a. Bureau of Consumer Financial Protection 1700 G Street NW Washington, DC 20006</p> <p>b. Federal Trade Commission: Consumer Response Center –FCRA Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and insured state branches of foreign banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314</p>
3. Air carriers	<p>Asst. General Counsel for Aviation Enforcement &amp; Proceedings Department of Transportation 400 Seventh Street SW Washington, DC 20590</p>
4. Creditors Subject to Surface Transportation Board	<p>Office of Proceedings, Surface Transportation Board Department of Transportation 1925 K Street NW Washington, DC 20423</p>
5. Creditors Subject to Packers and Stockyards Act	Nearest Packers and Stockyards Administration area supervisor
6. Small Business Investment Companies	<p>Associate Deputy Administrator for Capital Access United States Small Business Administration 406 Third Street, SW, 8th Floor Washington, DC 20416</p>
7. Brokers and Dealers	<p>Securities and Exchange Commission 100 F St NE Washington, DC 20549</p>
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	<p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p>
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	<p>FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357</p>

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