



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

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 Name & Telephone 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 Number	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.

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

DISCLOSURE AND AUTHORIZATION
 [IMPORTANT – PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

Compass Group ("the Company") may obtain information about you for employment purposes from a third party consumer reporting agency. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time, to request whether a consumer report has been run about you, and disclosure of the nature and scope of any investigative consumer report and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by **First Advantage Screening Solutions, Consumer Center, P.O. Box 105108, Atlanta, GA, 30348-5108, 1-800-845-6004**, or another outside organization. The scope of this notice and authorization is all-encompassing, however, allowing Compass Group to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

<p>New York and Maine applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by Compass Group by contacting the consumer reporting agency identified above directly. You may also contact the Company to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which the Company shall provide within 5 days.</p>
<p>New York applicants or employees only: Upon request, you will be informed whether or not a consumer report was requested by Compass Group, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.</p>
<p>Oregon applicants or employees only: Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that the Company has not maintained secured records will be provided upon request.</p>
<p>Washington State applicants or employees only: You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.</p>

ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by the Company at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested **First Advantage Screening Solutions, Consumer Center, P.O. Box 105108, Atlanta, GA, 30348-5108, 1-800-845-6004**, another outside organization acting on behalf of **Compass Group**, and/or **Compass Group** itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

<p>New York applicants or employees only: By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.</p>
<p>Minnesota and Oklahoma applicants or employees only: Please check this box if you would like to receive a copy of a consumer report if one is obtained by the Company.</p>
<p>California applicants or employees only: By signing below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check this box if you would like to receive a copy of an investigative consumer report or consumer credit report at no charge if one is obtained by the Company whenever you have a right to receive such a copy under California law.</p>

Signature: _____ Date: _____

Email address: _____ Phone Number: _____

Background Information

Last Name _____ First _____ Middle _____
 Other Names/Alias _____
 Social Security* # _____ Date of Birth* _____
 Driver's License # _____ State of Driver's License** _____

List all previous addresses for the past seven (7) years (including dates):

1. Present Address _____
City/State/Zip _____
2. Previous Address _____
City/State/Zip _____
3. Previous Address _____
City/State/Zip _____
4. Previous Address _____
City/State/Zip _____
5. Previous Address _____
City/State/Zip _____
6. Previous Address _____
City/State/Zip _____
7. Previous Address _____
City/State/Zip _____

(Use additional space below if needed).

Previous Address _____
City/State/Zip _____

Previous Address _____
City/State/Zip _____

List all previous employers for the past five (5) years (including dates):

- | | | | | | |
|-----------------|-------|----------|-------|---------------------|-------|
| Former Employer | _____ | Position | _____ | Dates of Employment | _____ |
| Former Employer | _____ | Position | _____ | Dates of Employment | _____ |
| Former Employer | _____ | Position | _____ | Dates of Employment | _____ |
| Former Employer | _____ | Position | _____ | Dates of Employment | _____ |
| Former Employer | _____ | Position | _____ | Dates of Employment | _____ |

List any previous military service (including dates):

Military Branch _____
 Years of Service _____

*This information will be used for background screening purposes only and will not be used as hiring criteria.

Criminal History Question--POST OFFER

Have you ever been convicted of, plead guilty, no contest or nolo contendere, to a misdemeanor or felony?*

*Do not report any conviction that has been sealed, expunged, statutorily eradicated, annulled impounded, erased, dismissed under a first offender's law, pardoned by the 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), recentness 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.

_____ Yes _____ No

* **California employees/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) which occurred prior to 1976.

* **Connecticut employees/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 or nolle, 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.

* **Kentucky employees/residents:** Do not respond "Yes" as a result of any misdemeanor conviction where the date of conviction was more than five years ago.

* **Massachusetts employees/residents:** An applicant for employment with a sealed record on file with the commissioner of probation may answer "no" to the above with respect to an inquiry herein relative to prior arrests, criminal court appearances or convictions. In addition, any applicant for employment may answer "no" to the above 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.

You may exclude information regarding first convictions for the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace, or a conviction for any misdemeanor where the conviction occurred or any prison sentence ended five or more years ago whichever date is later, unless you have been convicted of another offense within the last 5 years.

Newark employees/residents: You need not disclose any arrests or criminal accusations which are not pending or did not result in a conviction. In addition, do not disclose any records that have been erased, expunged, pardoned or otherwise legally nullified, or any juvenile adjudications of delinquency or any records which have been sealed.

* **Washington employees/residents:** You may exclude convictions that occurred over ten years ago.

