

Employment Application

Application Date _____

Last Name _____	First Name _____	Middle _____	Social Security Number _____
Street Address _____	City, State, Zip _____	Home Phone _____	Other Phone _____

Have you previously applied for a position or worked for our Company? yes no (If yes, please list dates and location of previous employment):

Are you 18 years old or older? <input type="checkbox"/> yes <input type="checkbox"/> no <small>(if under 18, a work permit is required except in AZ, IL, ND, SC, SD, VA, VT & WV)</small>	Are you legally authorized or permitted to work in the U.S.? <input type="checkbox"/> yes <input type="checkbox"/> no	Have you ever been convicted of a crime?* <input type="checkbox"/> yes <input type="checkbox"/> no <small>(answering yes will not be an absolute bar to an offer of employment) If yes, explain:</small> *CA and IL applicants please read the "Notice to Applicants" section on the 2 nd pg of this application prior to answering this question.
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Are there any special circumstances necessary for you to perform the job for which you are applying? yes no (If yes, please explain):

EMPLOYMENT DESIRED

Position Desired _____	# hrs/wk and days of the week you are available _____	\$ _____	Start Date _____
Secondary Position _____	# hrs/wk and days of the week you are available _____	\$ _____	Start Date _____

EDUCATION

Circle highest grade or # of years completed	Grade School	High School	Jr College	College
	4 5 6 7 8	9 10 11 12	1 2 3	1 2 3 4 5 6 7

High School _____	City, State, Zip _____	Graduate? _____	Diploma _____
College _____	City, State, Zip _____	Graduate? _____	Diploma or Degree _____
Other School _____	City, State, Zip _____	Graduate? _____	Diploma or Degree _____

Summarize any experience, knowledge, skills, abilities, or specialized training you would like us to know about:

EMPLOYMENT HISTORY (List most recent employer first. This section must be completed even if a resume is attached)

From: _____	To: _____	Company Name: _____	Reason For Leaving: _____
Position Held: _____	City, State, Zip: _____	_____	_____
Starting Wage: \$ _____	Phone Number: _____	_____	_____
Ending Wage: \$ _____	Supervisor Name: _____	_____	May we contact this employer? <input type="checkbox"/> Y <input type="checkbox"/> N

EMPLOYMENT HISTORY (Continued)

From: _____	To: _____	Company Name: _____	Reason For Leaving: _____
Position Held: _____	City, State, Zip: _____	_____	_____
Starting Wage: \$ _____	Phone Number: _____	_____	_____
Ending Wage: \$ _____	Supervisor Name: _____	_____	May we contact this employer? <u> </u> Y <u> </u> N

From: _____	To: _____	Company Name: _____	Reason For Leaving: _____
Position Held: _____	City, State, Zip: _____	_____	_____
Starting Wage: \$ _____	Phone Number: _____	_____	_____
Ending Wage: \$ _____	Supervisor Name: _____	_____	May we contact this employer? <u> </u> Y <u> </u> N

Please account for any periods of unemployment in the space provided below:

From: _____	Explanation: _____
To: _____	_____
From: _____	Explanation: _____
To: _____	_____

In order to select the best possible candidate for employment, it is the policy of KemperSports Management to verify the statements you make on your application regarding your employment history, your academic background (where this is a job requirement) and any criminal convictions that may be on your record.

PLEASE READ AND INITIAL EACH SECTION LISTED BELOW

I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that if employed, falsified statements on this application shall be grounds for my dismissal. _____ (Applicant's Initials)

I authorize investigation of all statements contained herein and references listed to give you any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release all parties from liability for any damage that may result from furnishing same to you. _____ (Applicant's Initials)

I understand and agree that this Employment Application does not constitute a contract of employment, and that, if hired, my employment is for no definite period and may, regardless of the date of payment of my wages and salary, be terminated at any time for any or no reason, with or without prior notice. I also understand and agree that, if hired, the terms and conditions of my employment may be changed, with or without notice, at any time by Kemper Sports Management. _____ (Applicant's Initials)

I understand that if selected for employment with the Company, I may be required to participate in a pre-employment drug testing program at a company authorized, licensed medical facility which includes screening for the presence of controlled substances. I understand that the results will be kept strictly confidential. I hereby release Kemper Sports Management, any employees or agents thereof from any and all claims or causes of action resulting therefrom. _____ (Applicant's Initials)

I understand that if selected for employment with the Company, in compliance with the Fair Credit Reporting Act, you are hereby notified that a consumer report relating to you may be obtained by the Company for employment purposes. If I am a staff member or subsequently become a staff member, the Company may from time to time obtain additional consumer reports relating to me. _____ (Applicant's Initials)

I understand that if I am hired, telephone communications I make in the course of my employment may be monitored by the Company for training and evaluation purposes. _____ (Applicant's Initials)

Applicant Signature: _____ Date: _____

- *NOTICE TO APPLICANTS IN MA – It is unlawful in MA 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.
- *NOTICE TO APPLICANTS IN MD – Under MD 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.
- *NOTICE TO APPLICANTS IN CA – In answering this question do not include: information regarding an arrest or detention that did not result in conviction; information regarding referral to, and participation in, any pre-trial or post trial diversion program; minor traffic violations; convictions for which the record has been judicially ordered, sealed or expunged; marijuana-related convictions described in CA Labor Code Section 432.8 that are more than two years old; misdemeanor convictions for which probation has been successfully completed or discharged and that have been judicially dismissed pursuant to CA Penal Code Section 1203.4.
- *NOTICE TO APPLICANTS IN IL – Under IL law, an applicant is not obligated to disclose sealed or expunged records of conviction or arrest.

KemperSports Management is an equal opportunity employer dedicated to a policy of non-discrimination in employment on any basis including age, sex, race, color, creed, ancestry, religion, disability, national origin, citizenship status, veteran status, marital status, military status, sexual orientation, pregnancy, medical condition or any non-job or non-business related factors or any other basis upon which discrimination is prohibited by the municipal, state, or other federal law. No question on this application is intended to secure information to be used for such discrimination.
Revised (10/04)