



Date of Application: _____
 Position: _____
 Rehire: _____
 Referred here by: _____
 Name of Employee (referral): _____
 Date Available to Work: _____
 Interviewed by: _____
 Interview date: _____

EMPLOYMENT APPLICATION SUMMARY

PERSONAL INFORMATION

Last Name	First Name	Middle Initial
Address	Apt	
City	State Zip	County
Home Phone #	Work Phone #	Alternate Phone #
Social Security Number		
Email Address	Do you have a valid Driver's License? <input type="checkbox"/> Yes <input type="checkbox"/> No	

EMPLOYMENT DESIRED

Desired Position:

Willing to work:

Scheduled evenings: Yes No
 (that cover location operating hours and if position requires these hours)
 Scheduled weekends: Yes No
 (that cover location operating hours and if position requires these hours)
 Holidays: Yes No
 (Note: Thrift Giant is closed on Thanksgiving & Christmas Day)

Available Work Schedule

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Morning							
Afternoon							
Evening							
Overnight							

Desired Schedule:

Available to Start:

EDUCATION

	Name and Location	Graduated # of Years	Major or Primary Course of Study
High School			
College/ University			
Graduate			
Other			

PREVIOUS THRIFT GIANT EMPLOYMENT

Have you ever worked for Thrift Giant In the past? Yes No

Location: _____ City _____ State: _____ From: _____ To: _____
 Position Held: _____ Reason for leaving: _____

Have you applied at any Thrift Giant location in the past 12 months? Yes No

Friends or relatives employed by Thrift Giant:

Name: _____ Location: _____
 Name: _____ Location: _____

EMPLOYMENT APPLICATION SUMMARY

EMPLOYMENT HISTORY

Employer 1 (Name, Street Address, City, State, Phone)		OK to Contact?	Supervisor Name:
		Still Employed?	Reason for Leaving
Date	Job Title	Volunteer/Hourly Wage	Salary
Starting			
Ending			
Major Responsibilities:			

Employer 2 (Name, Street Address, City, State, Phone)		OK to Contact?	Supervisor Name:
		Still Employed?	Reason for Leaving
Date	Job Title	Volunteer/Hourly Wage	Salary
Starting			
Ending			
Major Responsibilities:			

Employer 3 ((Name, Street Address, City, State, Phone)		OK to Contact?	Supervisor Name:
		Still Employed?	Reason for Leaving
Date	Job Title	Volunteer/Hourly Wage	Salary
Starting			
Ending			
Major Responsibilities:			

Employer 4 (Name, Street Address, City, State, Phone)		OK to Contact?	Supervisor Name:
		Still Employed?	Reason for Leaving
Date	Job Title	Volunteer/Hourly Wage	Salary
Starting			
Ending			
Major Responsibilities:			

Employer 5 (Name, Street Address, City, State, Phone)		OK to Contact?	Supervisor Name:
		Still Employed?	Reason for Leaving
Date	Job Title	Volunteer/Hourly Wage	Salary
Starting			
Ending			
Major Responsibilities:			

RECOGNITION/SKILLS

Professional Recognitions:

Job-related skills: Microsoft Windows Word Processing/Software Programs Data Entry 10 Key Adding Machine

Can you drive a vehicle with a manual transmission? Yes No

Are you a certified fork life operator? Yes No

Do you have fork lift experience? Yes No

EMPLOYMENT APPLICATION SUMMARY

MINIMUM QUALIFICATION QUESTIONS

Are you over 18 years of age? Yes No

(Thrift Giant asks this question in order to ensure we can comply with state and local laws regulating employment of minors or establishing age requirements for certain tasks.)

Do you require immigration sponsorship to work for Thrift Giant, either now or In the future? Yes No

Can you provide documentation establishing your identity and eligibility to be legally employed in the United States? (ex.: Driver's License, Passport, etc)?

Thrift Giant promotes a drug-free workplace. As part of the hiring process, applicants who receive an offer of employment will be asked to submit to a screening test to detect the presence of illegal drugs and/or alcohol or their metabolites. Thrift Giant offers of employment are conditional upon successful drug screen results. If you are asked to submit to a drug/alcohol test and you refuse to be tested, or you do not pass, Thrift Giant will revoke any offer of employment. All drug/alcohol tests will be conducted in accordance with applicable federal and state law and be done through urinalysis.

Are you willing to submit to a urinalysis drug screening test as a condition of employment with Thrift Giant?

Do you agree to the Thrift Giant Dispute Resolution Agreement? Yes No

CRIMINAL HISTORY INFORMATION

Have you, since the age of 18, been convicted of a felony? Yes No

Do not answer "Yes" if your conviction record has been annulled, expunged, sealed, pardoned, erased or impounded.
Note - The existence of a criminal history will not automatically disqualify you from the job you are applying for.

If Yes, Please explain conviction:

Date of conviction:

City:

State:

Disposition of the offense:

PLEASE READ THIS STATEMENT CAREFULLY

I hereby certify and affirm that the information provided in connection with the application process is true, accurate and complete, and that I have withheld nothing that would, if disclosed, affect this application unfavorably.

I hereby authorize Thrift Giant to investigate all information pertinent to my application for employment in order to determine my qualifications for employment, which may include contacting former and/or current employers or any other person or entity. I hereby authorize all persons and entities having information relevant to my application to provide that information to Thrift Giant. I understand that any offer of employment may be rescinded or my employment terminated if my references are inadequate or unacceptable to Thrift Giant, or if I violate any of the provisions of this Certification.

I understand that any omission, misrepresentation, or falsification in connection with this application process may be grounds for denial of employment or, if hired, immediate termination of employment. I further understand that if I am hired by Thrift Giant, I must abide by all the rules and policies of Thrift Giant which, other than the at-will employment policy and the Dispute Resolution Rules and Procedures, may be changed without notice at the direction of Thrift Giant.

Please indicate that you understand and agree to the terms outlined above.

I do agree with the terms outlined above.

I do not agree with the terms outlined above.

I understand that this document represents a summary of my electronic employment application and does not include the full text of that electronic application.

Signature of applicant

Date

Social Security Number

Location: _____

If you wish to be considered for employment with Thrift Giant or its subsidiaries and affiliates, you must read and consent to the following agreement. You will be considered as an applicant when you have signed the Agreement. Included with this application is the Thrift Giant Dispute Resolution Rules and Procedures. You should familiarize yourself with these rules and procedures prior to signing the Agreement. If the Rules and Procedures are not included in this booklet, you must request a copy from a Thrift Giant representative prior to signing the Agreement. You will note that if you sign at this time you do have three (3) days to withdraw your consent. You may, of course, take the package with you and return with it signed, if you wish to continue your application process.

THRIFT GIANT DISPUTE RESOLUTION AGREEMENT

I recognize that differences may arise between Thrift Giant and me during my application for employment with Thrift Giant. I recognize that it is in the interest of both Thrift Giant and me that disputes be resolved in a manner that is fair, private, expeditious, economical, final, and less burdensome or adversarial than court litigation. Thrift Giant has an effective Open Door Policy, and I will try to take advantage of it where feasible. I understand, however, that not all issues can be resolved using the Open Door Policy.

Except as set forth below, both Thrift Giant and I agree to settle any and all previously unasserted claims, disputes, or controversies arising out of or relating to my application or candidacy for employment and employment and/or cessation of employment with Thrift Giant, exclusively by final and binding arbitration before a neutral Arbitrator. By way of example only, such claims include claims under federal, state and local statutory or common law, such as the Age Discrimination in Employment Act, Title VII of the Civil Rights Act of 1964, as amended, including the amendments of the Civil Rights Act of 1991, the Americans with Disabilities Act, the Family Medical Leave Act, and the law of contract and law of tort.

I understand that if I do file a lawsuit regarding a dispute arising out of or relating to my application or candidacy for employment, or cessation of employment, Thrift Giant may use this Agreement in support of its request to the court to dismiss the lawsuit and require me instead to use arbitration.

I understand that I still may exercise my rights under the National Labor Relations Act and file charges with the Equal Employment Opportunity Commission or similar federal, state, or local agency, but that upon receipt of a right-to-sue letter or similar administrative determination, I shall arbitrate any claim that I may have against Thrift Giant. I agree that if I commence an arbitration, it will be conducted in accordance with the Thrift Giant Dispute Resolution Rules and Procedures.

I understand that neither this Agreement nor the Dispute Resolution Rules and Procedures form a contract of employment between Thrift Giant and me. I further understand that my consent to this Agreement in no way guarantees that Thrift Giant will offer me employment. If Thrift Giant does offer me employment and I become employed at Thrift Giant, this Agreement in no way alters the "at-will" status of my employment. I understand that my employment, compensation, and terms and conditions of employment can be altered or terminated, with or without notice, at any time, at the option of either Thrift Giant or myself. I understand that no store manager or representative of Thrift Giant, other than an Officer of Thrift Giant at the level of Vice President or above, has any authority to enter into any agreement for employment for any specific duration, to make any agreement contrary to the foregoing, or to alter the Thrift Giant Dispute Resolution Rules and Procedures.

Applicant's Initials

Social Security Number

Location: _____

The Dispute Resolution Agreement and the Dispute Resolution Rules and Procedures affect your legal rights. By consenting to this Agreement, you acknowledge receipt of the Dispute Resolution Rules; and Procedures, You may wish to seek legal advice before consenting to this Dispute Resolution Agreement.

I have read this Agreement and understand that I should read the Dispute Resolution Rules and Procedures prior to accepting an offer of employment with Thrift Giant.

I understand that I may withdraw my consent to this Agreement within three (3) days from the date on which I consent by notifying the Background Screening Department in writing (Including my Social Security Number and address of the place at which I applied for employment) that I am withdrawing my application for employment at Thrift Giant. The address for the Background Screening Department is:

Thrift Giant
5131 Merchantile Row
Dallas TX 75247

I understand that by so notifying the Background Screening Department in writing, I will not be bound to this Agreement and that I no longer will be eligible for employment at Thrift Giant. I recognize that if I consent to this Agreement and do not withdraw within three days of consenting I will be required to arbitrate, as explained above, employment-related claims which I may have against Thrift Giant, whether or not I become employed by Thrift Giant.

This Agreement will be enforceable throughout the application process, my employment, and thereafter with respect to any such claims arising from or relating to my application or candidacy for employment, employment or cessation of employment with Thrift Giant. We then must arbitrate all such employment-related claims, and we may not file a lawsuit in court.

AGREED:

Signature of applicant

Date

Social Security Number

Signature of Parent or Guardian (if under 18 years of age) Or (If under 19 yrs of age in
Alabama, Nebraska or Wyoming)

Date

Thrift Giant agrees to consider this Employment Application and to follow this Dispute Resolution Agreement and the Dispute Resolution Rules and Procedures in connection with the Associate who is completing this application.

Thrift Giant
5131 Merchantile Row
Dallas TX 75247