

Application for Employment

An Equal Opportunity Employer

INTRODUCTION

Kids 'R' Kids is a full-service Quality Learning Center. Each center is individually owned and operated by families such as your own who wish to provide today's parents Quality Child Care.

At Kids 'R' Kids we teach the often-underestimated art of Quality Child Care along with the needs and expectations of parents and children.

Kids 'R' Kids is rated one of the top ten Child Care Centers throughout the United States. If employed, you will be expected to perform at the level that rate among the highest in the nation.

Thank you for considering Kids 'R' Kids for your employment needs.

EQUAL OPPORTUNITY POLICY

Kids 'R' Kids is an equal opportunity employer. In all our employment practices, including hiring we are firmly committed to equal opportunity without regard to race, religion, color, sex, age, national origin, citizenship, disability or any other discrimination prohibited by applicable local, state or federal law. No question on this application is used for the purpose of limiting or excluding any applicant's consideration for employment on such grounds.

DRUG POLICY

NO DRUG POLICY: Kids 'R' Kids does not hire persons who use illegal drugs. All persons hired at Kids 'R' Kids may be required to take and pass a strict screen for illegal drugs, and may be subject to periodic tests for illegal drugs.

I hereby certify that I (check one) do____ do not____ use illegal drugs.

AUTHORIZATION TO RELEASE INFORMATION

I agree and understand Kids 'R' Kids and its agents may investigate or seek information concerning my background and/or previous employment, whether of record or not. I further agree and understand that if employed, Kids 'R' Kids may at any time seek any information from whatever source, which in its discretion it deems relevant to my employment. Accordingly, I hereby authorize the previous employers and references listed in my application, any medical facility or related personnel, or any other source contacted by Kids 'R' Kids to give Kids 'R' Kids any and all information they may have, personal or otherwise. I hereby release Kids 'R' Kids and its agents, any previous employers, any medical facility or related personnel, and any other persons or entities whatsoever involved in such an investigation or inquiry from all liability of any kind, including any damages on account of the furnishing of such information.

I further understand that my Criminal Records Check will be sent in the date of hire and my employment at Kids 'R' Kids #4 may be terminated if my Records Check is not in compliance with State and Child Care Standards.

Applicant's Signature

Date

PERSONAL INFORMATION

Last Name: _____ First Name: _____ Middle Initial: _____

Application Date: _____ Social Security #: _____

Street Address: _____ City: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

Are you at least 18 years of age? (check) Yes No If no, how old are you: _____

Salary/Wage expected: _____ Employment Desired: (check) Part-Time Full-Time

If hired, when could you start work? Date: _____ What is your desired age group: _____

Have you ever filed an application or been employed at another Kids 'R' Kids: (check) Yes No

List any relatives or friends working at Kids 'R' Kids: _____

Have you ever been convicted of a crime (including any guilty, no contest or similar pleas)?
Excluding minor traffic violations unless applying for a bus driver position. If yes give details:
(check) Yes No _____

EMPLOYMENT RECORD

Employer: _____ **Address:** _____

Phone #: _____ Dates From: _____ To: _____ Job Title: _____

Salary Starting: _____ Final: _____ Supervisor: _____

Reason for leaving: _____

Employer: _____ **Address:** _____

Phone #: _____ Dates From: _____ To: _____ Job Title: _____

Salary Starting: _____ Final: _____ Supervisor: _____

Reason for leaving: _____

Employer: _____ **Address:** _____

Phone #: _____ Dates From: _____ To: _____ Job Title: _____

Salary Starting: _____ Final: _____ Supervisor: _____

Reason for leaving: _____

PERSONAL REFERENCES

Name: _____ **Occupation:** _____

Address: _____ **Phone #:** _____

Name: _____ **Occupation:** _____

Address: _____ **Phone #:** _____

Name: _____ **Occupation:** _____

Address: _____ **Phone #:** _____

EDUCATION

	Name	City/State	Years	Type of Degree	Area of Study
High School	_____				
College	_____				
Business School	_____				
Vocational School	_____				
Other Training	_____				

Are you current in CPR /First Aid training? (check one) Yes No

Do you hold any certificates for child-care training? (check one) Yes No

If yes, list certificates: _____

If you are employed here at Kids 'R' Kids, will you have children attending our center? (check one) **Yes** **No** If yes, list your children and the age(s):

Notes (office use only): _____

AGREEMENT AND CERTIFICATION

(PLEASE READ THE FOLLOWING CAREFULLY AND SIGN IN THE SPACE PROVIDED)

I hereby certify that the facts set forth in this employment application (and accompanying resume, if any) are true and complete to the best of my knowledge, and I agree and understand that any misrepresentation of information or failure to disclose information during the employment application process may disqualify me from further consideration for employment and, if employed, will subject me to dismissal. If I am offered employment, I understand I may be required to submit to a physical examination designed to determine whether I am able, with or without reasonable accommodation, to perform the essential functions of the job offered, as specified by Kids 'R' Kids, and that final acceptance for employment is subject to me successfully passing this physical examination. I further understand that any misrepresentation of information or failure to disclose information at the time of my physical may result in employment disqualification or dismissal.

I understand that in connection with my application for employment an inquiry into my background may include an investigative consumer report, which provides applicable information concerning character, general reputation, personal characteristics and mode of living. I understand that I have the right to make a written request within a reasonable period of time for information as to the nature and scope of any such report.

If employed, I agree to conform to all Kids 'R' Kids rules and regulations and all Federal, State and Local rules and regulations. In this regard, I understand that Kids 'R' Kids may, at its discretion, conduct searches of lockers, lunch boxes, toolboxes, clothing, purses, briefcases, vehicles, desks, work areas, and other personal or Kids 'R' Kids property, and I hereby consent to such a search. I also understand and agree that if employed, my employment is for an indefinite period of time, that either Kids 'R' Kids or I may terminate my employment at will at any time, with or without cause or notice. I hereby disclaim the existence of any contract of employment, either express or implied.

This application is current only for 60 days. At the conclusion of this time, if I have not heard from Kids 'R' Kids and still wish to be considered for employment, I understand that it will be necessary for me to submit a new application.

This agreement contains and represents the entire agreement between Kids 'R' Kids and myself concerning the topics discussed herein. There are no oral or collateral agreements of any kind concerning such topics. I further understand and agree that this Agreement cannot be orally modified and that any subsequent modification of this agreement including the at-will state of employment I seek, must be in writing and duly executed by Kids 'R' Kids President or his or her designee.

I certify that I am a true and bona fide job applicant honestly interested in the position(s) for which I have applied, and am seeking employment with Kids 'R' Kids solely to provide me the benefits of a job and for no other purpose.

Applicant's Signature

Date



What are your strengths?

What are your weaknesses?

Are you a team player? Describe how you are a team player?

Describe your work style?

Tell me your ability to work under pressure?

What position do you prefer on a team working project?

What things irritate you most about co-workers?

Reason for leaving your last job?

How long would you expect to work for us if hired?

What professional accomplishment are you most proud of?

How would your supervisor and co-workers at your last job describe you?
