



EMPLOYMENT APPLICATION

KidTime Day Care Inc. (the "Company") is an equal opportunity employer. All qualified applicants will be considered without regard to age, race, color, sex, religion, nation origin, marital status, ancestry, citizenship, veteran status, sexual orientation or preference, or physical or mental disability.

PERSONAL

Last Name	First	Middle Initial	Social Security #
Street Address:			Home Phone:
City, State and Zip Code:			Mobile Phone:
Email Address:			Position Applying For:
Date you could start:	Referred By:		Salary Desired:
Are you at least 18 years old? Yes or No		If under 18, do you have a work permit?	

EDUCATION

Circle Highest Grade Completed:

High School	9	10	11	12
College, Trade or Business	1	2	3	4
Graduate Studies				

School		Major Studies	Degree, Diploma, License or Certificate
High School			
College/University			
Vocational, Business, Other			
List any Early Child Education classes have you taken or are currently enrolled in:			
Other Special Knowledge, Skills or Qualifications			
List Any Professional Designations			

EMPLOYMENT HISTORY

Please list your current and previous three (3) employers, starting with your current position and continuing with the most recent positions. All information must be completed. You may attach a resume, but not in place of completing all of the required information.

Employed From / /	Employer Name	Supervisor Name	Starting Salary
Employed Until / /	Employer Address	Supervisor Phone #	Ending Salary
Job Title		Reason for Leaving	
Duties & Responsibilities			

Employed From / /	Employer Name	Supervisor Name	Starting Salary
Employed Until / /	Employer Address	Supervisor Phone #	Ending Salary
Job Title		Reason for Leaving	
Duties & Responsibilities			

Employed From / /	Employer Name	Supervisor Name	Starting Salary
Employed Until / /	Employer Address	Supervisor Phone #	Ending Salary
Job Title		Reason for Leaving	
Duties & Responsibilities			

Yes/No

May we contact your current employer for a reference?

May we contact any and all of your former employers for references?

If hired, will you be able to work overtime?

If hire, can you be on-call at designated times?

Will you be able to perform the essential job functions for the position you are applying for with or without reasonable accommodation?

Have you ever been convicted of a crime? (A yes? response does not automatically disqualify your application.)

If you answered no to any of the first five questions or yes to the last question, please explain:

Please answer the following:

Elaborate on your experience working with children.

Why do you want to work at KidTime and with children in particular?

List several behaviors you display consistently that make you a good fit for working with children.

Why are you right for this position?

REFERENCES

Name	Relationship	Phone Number
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Name	Relationship	Phone Number
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Name	Relationship	Phone Number
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Name	Relationship	Phone Number
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CERTIFICATION & AUTHORIZATION

The above information is true and correct. I understand that, in the event of my employment by the Company, I shall be subject to dismissal if any information that I have given in this application is false or misleading or if I have failed to give any information herein requested, regardless of the time elapsed after discovery.

I authorize the Company to inquire into my educational, professional and past employment history references as needed to research my qualifications for this position. I hereby give my consent to any former employer to provide employment related information about me to the Company and will hold the Company and my former employer harmless from any claim made on the basis that such information about me was provided or that any employment decision was made on the basis of such information. I further authorize the Company to obtain any credit and consumer check.

I understand that nothing in this employment application, the granting of an interview or my subsequent employment with the Company is intended to create an employment contract between myself and the Company under which my employment could be terminated only for cause. On the contrary, I understand and agree that, if hired, my employment will be terminable at will and may be terminated by the Company or me at any time and for any reason. I understand that no person has any authority to enter into any agreement contrary to the foregoing.

If employed, I will be required to provide original documents, which verify my identity and right to work in the United States under the Immigration Reform and Control Act (IRCA) of 1986. The document(s) provided will be used for completion of Form I-9.

I hereby acknowledge that I have read and agree to the above statements.

Application's Signature

Date

Permission for Comprehensive Background Check of Prospective Employee

In connection with my application for employment with KidTime Day Care Inc. (the "Company"), I hereby agree as follows:

1. General Consent to Background Investigation

As a condition of Company's consideration of my employment application, I give permission to Company to investigate my personal and employment history. I understand that this background investigation will include, but not be limited to, verification of all information on my employment application.

2. Consent to Contact Past Employers

I specifically give permission to Company to contact all of my prior employers for references. I further give permission to all current or previous employers and/or managers or supervisors to discuss my relevant personal and employment history with Company, consent to the release of such information orally or in writing, and hereby release them from all liability and agree not to sue them for defamation or other claims based upon any statements they make to any representative of Company. I further waive all rights I may have under law to receive a copy of any written statement provided by any of my former employers to Company. I further agree to indemnify all past employers for any liability they may incur because of their reliance upon this Agreement.

3. Consent to Contact Government Agencies

I further give permission to the Company to receive a copy of any information obtained in the file of any federal, state, or local court, or governmental agency concerning or relating to me. I further consent to the release of such information and waive any right under law concerning notification of the request for a release of such information. In the event a law does not provide for prospective employers to have access to information, I hereby delegate Company as my agent for the receipt of information. I understand that the scope of this investigation will be limited as required by applicable law.

4. Cooperation with Investigation

I agree to fully cooperate in Company's consideration investigation, and to sign any waivers or releases that may be necessary or desirable to obtain access to relevant information. In the event that any former employer or federal, state, or local governmental agency will not release reference information or criminal history information directly to the employer, I agree to personally request such information to the extent permitted by law.

5. Miscellaneous

This Agreement represents the entire understanding and agreement relating to its subject matter. Company shall be entitled fully to rely on this Agreement. I understand that I have no guarantee of employment and that the Company may determine not to hire me for any lawful reason.

Applicant's Signature

Date

Consent to Video Surveillance & Monitoring

As a condition of employment with KidTime you must consent to video monitoring while working in all of the common areas of any KidTime Center. This includes working in any classrooms, common areas, and offices within a KidTime center. No monitoring will take place in any private areas, i.e. restrooms, corporate offices, or areas where children are not normally on the premises.

I hereby acknowledge that I have read and agree to the above statements.

Signature

Date