

# SONIC Drive-In Employment Application



## Personal Information

Applicants will receive consideration without regard to race, color, religion, national origin, ancestry, sex, age, disability, military status or any other legally protected status or characteristic. The Drive-in provides reasonable accommodation for qualified individuals with a disability, in accordance with the Americans with Disabilities Act and applicable state and local laws. Applicants requiring reasonable accommodation in order to participate in the interview process are requested to contact the Drive-in's management in order to arrange such accommodation.

01. 

|           |             |            |                     |
|-----------|-------------|------------|---------------------|
| Last name | Middle name | First name | Date of application |
|-----------|-------------|------------|---------------------|

02. 

|                |       |      |       |     |                           |
|----------------|-------|------|-------|-----|---------------------------|
| Street address | Apt # | City | State | Zip | How long at this address? |
|----------------|-------|------|-------|-----|---------------------------|

03. 

|                    |                    |   |
|--------------------|--------------------|---|
| Contact number one | Contact number two | For which Sonic Drive-in are you completing this application? |
|--------------------|--------------------|---|

04.  Yes  No  
 Are you at least 16 years of age? Note: If you are under 18 years of age, proof of age or work permit may be required.

05.  Crew  Management  
 Position desired [Check one] Pay desired Referred by

06. 

|                              |  |
|------------------------------|--|
| Date available to start work | Total hours available to work per week |
|------------------------------|--|

07. Please fill in the hours each day that you are available to work. 

|     |     |     |     |     |     |     |
|-----|-----|-----|-----|-----|-----|-----|
| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|-----|-----|-----|-----|-----|-----|

08.  Yes  No  
 Have you ever worked for a Sonic Drive-In before? If yes, please list dates of employment and location(s) worked.

09.  Yes  No  
 If a job is offered, will you be able to provide legal verification of your eligibility to work in the United States?

10.  Yes  No  
 Have you been convicted of an adult felony crime in the last seven (7) years?

You are not obligated to disclose sealed, annulled or expunged convictions or convictions pardoned by the governor. Please be aware that a criminal conviction will not necessarily be a bar to employment and will be considered as it relates to the job in question. Failure to honestly and completely answer this question (other than as described below) will result in discontinued consideration of the application or termination of employment. If you are a candidate residing or applying for a position in California, Georgia, Hawaii, please note the limitations on the scope of this inquiry below:

11. 
 If you answered yes to #10, state in detail the nature of the offense(s), date(s) of occurrence, where the offense(s) occurred and the disposition:

**CALIFORNIA** candidates and residents only: Excluded from this inquiry are convictions for which the records have been judicially sealed, expunged or statutorily eradicated.

## Education History

|             |                       |                         |                       |                                |
|-------------|-----------------------|-------------------------|-----------------------|--------------------------------|
| High School |                       |                         |                       |                                |
| College     |                       |                         |                       |                                |
| Other       |                       |                         |                       |                                |
| 12.         | <b>Name of school</b> | <b>City &amp; State</b> | <b>Years attended</b> | <b>Degree or courses taken</b> |

## Employment History

Starting with your **CURRENT** or most recent employer, state your employment history for the past 7 years. Include military experience. If necessary, attach an additional sheet of paper. You may exclude organizations which indicate race, color, religion, gender, national origin, disability, handicap, or other protected status.

|     |                          |                                      |  |                                       |
|-----|--------------------------|--------------------------------------|--|---------------------------------------|
| 13. | <b>Employment period</b> | <b>Name &amp; address of company</b> | <b>Supervisor name &amp; telephone</b>         | <b>Rate of pay start &amp; finish</b> |
|     | <b>Ending job title</b>  | <b>Reason for leaving</b>            | <b>Describe the type of work you performed</b> |                                       |

|     |                          |                                      |  |                                       |
|-----|--------------------------|--------------------------------------|--|---------------------------------------|
| 14. | <b>Employment period</b> | <b>Name &amp; address of company</b> | <b>Supervisor name &amp; telephone</b>         | <b>Rate of pay start &amp; finish</b> |
|     | <b>Ending job title</b>  | <b>Reason for leaving</b>            | <b>Describe the type of work you performed</b> |                                       |

|     |                          |                                      |  |                                       |
|-----|--------------------------|--------------------------------------|--|---------------------------------------|
| 15. | <b>Employment period</b> | <b>Name &amp; address of company</b> | <b>Supervisor name &amp; telephone</b>         | <b>Rate of pay start &amp; finish</b> |
|     | <b>Ending job title</b>  | <b>Reason for leaving</b>            | <b>Describe the type of work you performed</b> |                                       |

## References

Give name, address and telephone number of three references who are not related to you and are not previous employers.

|     |                          |                |                         |                         |
|-----|--------------------------|----------------|-------------------------|-------------------------|
| 01. |                          |                |                         |                         |
| 02. |                          |                |                         |                         |
| 03. |                          |                |                         |                         |
| 16. | <b>Name of reference</b> | <b>Address</b> | <b>City &amp; state</b> | <b>Telephone number</b> |

## Certification of Information

**Please read carefully and understand this statement before signing your application:**

- I certify that the information I have provided in this application is true, correct and complete to the best of my knowledge. I understand that false, incomplete or misrepresented information of any kind given in my application, resume or during the interview process may result in a refusal to hire or discharge in the event of employment.
- I authorize all persons and entities having any job-related information about me to furnish such information to the drive-in. This includes an authorization that my present and former employers furnish information about my employment record, including the reason for termination of my employment, work performance, and other job-related information. I waive all rights and claims I may otherwise have against the drive-in's owners and representatives for obtaining such information and all other persons and entities who provide such information.
- This application will expire in 30 days. After that date I understand that my status as an applicant will end. I may reapply for employment in the future by completing a new application.
- I understand that nothing contained in this application, or conveyed during any interview which may be granted, or during my employment, if hired, is intended to create a contract for continued employment with the company. In addition, I understand and agree that if I am employed, my employment will be at will, meaning that it is for no definite or specified period of time and my employment and compensation may be terminated at any time, with or without cause, and with or without prior notice, at the option of the company or myself. I understand that no representative of the company has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to at-will employment.
- I authorize the drive-in to provide information from my records, including dates of employment, salary earned, reasons for leaving employment, and all other information they may have concerning my performance to businesses that I apply to for employment during or after my employment ends with the drive-in. I also release the drive-in's owners and representatives from any liability or claims for damages, including libel, slander, and invasion of privacy, that may result from the disclosure and use of this information.
- I acknowledge that I am applying for employment with an independently owned and operated Sonic Drive-In, a separate company and employer from Sonic Corp. and any of its affiliates.

|     |                               |             |
|-----|-------------------------------|-------------|
| 17. | <b>Signature of applicant</b> | <b>Date</b> |
|-----|-------------------------------|-------------|