Panda Bear Academy
Application for Employment

TODAY'S DA' Name:	TE:			_ Phone #			
Address:	Last		Firs City		State _	Middle Zip Cod	le
Date Available	9		Social Se	curity No:			
Race :			Driver Licer	nse Number:			
Are you a citiz	en of the United	d States?	Yes No	If not, do y	ou have lawful w	ork status? Y	'es No
		•••••		•••••		•••••	•••••
					Summer o can start:		
Salary Desired	d:		Are yo	ou employed a	t this time?		
If currently Em	nployed, where?	•					
Have you eve	r applied at Pan	da Bear lea	rning Academ	y before?	yes No		
EDUCATION	N: NAME & LOC	ATION	#YEARS C	COMPLETED	DEGREE	SU	JBJECTS
High School: ₋					Yes/No	S'	TUDIED
College:							
-					childcare certific	ations? YES	NO
-							
					EST		
						•••••	
FORMER EN	MPLOYES: LIS	ST ANY EX	PERIENCE WO	ORKING WITH	CHILDREN FIRS	ST	
START DATE	STOP DATE	NAME/	'ADDRESS	SALARY	POSITIO	ON REFER	RENCE
							
	ER BEEN DISCH. HAT REASON? _						
	ILABLE TO WOF ARE YOU AVAII		JRS BETWEEN	6:00AM AN	ND 8:00PM? Mo	on to Sat Yes	No

Circle position(s) desired.	Director Asst	Director Lead	Teacher Asst.	Teacher	Cook	Bus Driver	other
Circle preferred Age Group	o: 6 wk18 ı	mo, 2-1/2,	3,	4,	5,	School Ag	e
PLEASE ANSWER THE	FOLLOWIN	G QUESTION	•••••	•••••	•••••		•••••
1. What would you do if a ch	ild said that he or	r she was thirsty?					
2. What would you do if you	asked a child to	do something and	the child would n	o do it?			
3. How would you help a 5 ye	ear old child lear	n social skills?					
	PLEASE READ BEFORE COMPLETING THIS APPLICATION						
Thank you for your interest in applying for a job with PandaBear. We need you to complete this application so we can determine whether there is a basis for a working relationship between you and PandaBear. Please understand that our acceptance of this application does not create any obligation on our part to hire you nor on your part to work for us. Also, please be aware that your signature on this document has certain legal consequences. We suggest that you read the "Applicant's Acknowledgement" below before you proceed further so that you are fully aware of what we expect of applicants and employees Then, answer all questions thoroughly and truthfully. PLEASE ANSWER EVERY QUESTION, USE INK AND PRINT.							
	<u> </u>	EQUAL OPPO	<u>RTUNITYPOLI</u>	CY			
I have never been convicted ☐ A felony or misdemean ☐ A felony or misdemean ☐ A felony violation of an controlled substance in the	nor classified as nor classified as ny law intended	s an Offense Agas Public Indecent to control the po	ainst the Person acy or Prostitution ossession or dist	n		•	ed as a
I have never been convicted of charges against me. Deferred whereby the judge defers ren If after a set period of time the APPLICANTS FOR EMPLOS completed with this application.	adjudication is a dering a convictine defendant dem WMENT WITH A	common term in on pending an op onstrates rehabili	criminal law. It is portunity for the datation, the record	generally lefendant to is cleared.	understo o demons Form 298	od to be a proces strate rehabilitat 85/6-03 <i>AFFIDA</i>	ss ion. A <i>VIT FOR</i>

APPLICANT ACKNOWLEDGEMENT OF TERMS & CONDITIONS OF APPLICATION AND/OR EMPLOYMENT

Signature of

IT IS VERY IMPORTANT THAT YOU READ THIS SECTION CAREFULLY AND THAT YOU FULLY UNDERSTAND IT BEFORE YOU SIGN IT. THIS SECTION AFFECTS YOUR LEGAL RIGHTS. IF YOU HAVE ANY QUESTIONS, PLEASE ASK PANDABEAR REPRESENTATIVE BEFORE YOU SIGN THIS APPLICATION.

In exchange for Panda Bear Academy consideration of this employment application:

I understand that nothing in this application, or in any prior or subsequent written or oral statement, creates a contract of employment or any rights in the nature of a contract except for the Employment-At-Will and the Dispute Resolution Agreement.

I promise that all information I have supplied in this application and any other form, oral or written, is true and accurate, and I agree that any misstated, misleading, incomplete, or false information is grounds for rejection and destruction of this application form, refusal to hire,

withdrawal of an offer of employment, or immediate discharge without recourse, whenever and however discovered. I make this promise because I understand that you will rely in part, on my statements to you in making your decision whether to hire me.

I understand and agree that Panda Bear, any agent acting on their behalf, as well as any other person responding to a reference request pursuant to this application, can and will seek and/or disclose any and all information about me which said corporation, agent, or person may have. I specifically authorize said disclosure and agree to hold all such corporations, agents, or persons harmless for same. That is, I will not file a lawsuit, claim, or charge against them for such disclosure. Nor will I threaten same or otherwise seek any kind of compensation for such disclosure.

I understand and agree that, if hired, my employment will be at will, and that I or Panda Bear can terminate this employment relationship at any time, with or without notice, for any reason, good or bad, without recourse by either of us. In the event of my separation, I agree to have the balance of all outstanding deductions to be withheld from my final paycheck. If my final paycheck is not sufficient to cover the balance due, I will pay the remaining amounts within thirty days of my last check date or other terms mutually agreed upon between me and PandaBear. I also understand that if I am hired, Panda Bear has a "familiarization period" during which I am expected to determine as quickly as possible whether I wish to continue working for PandaBear, just as PandaBear will determine as quickly as possible whether it wants me to continue working for PandaBear. Nothing about this familiarization period, or its completion, changes the fact that, if hired, my employment will be at will. I also understand that no one at PandaBear has the authority to alter any of the terms and conditions of this application or PandaBear employment policies, except PandaBear Managing Partner, and then only in writing signed by the Managing Partner. This statement excludes the Employment-At-Will Policy and the Dispute Resolution Policy.

This paragraph means exactly what it says.

. I SPECIFICALLY AUTHORIZE PANDABEAR TO INVESTIGATE MY BACKGROUND, INCLUDING ANY AND ALL REFERENCES, AVAILABLE CRIMINAL, DRIVING AND OTHER JUDICIAL RECORDS, WHERE APPLICABLE TO THE POSITION FOR WHICH I AM APPLYING AND CONSISTENT WITH THE APPLICABLE LAW. I AUTHORIZE PANDABEAR TO USE ALL LEGAL MEANS AT ITS DISPOSAL TO ASSESS MY SUITABILITY FOR EMPLOYMENT. I MAKE THIS AUTHORIZATION IN RETURN FOR PANDABEAR" CONSIDERATION OF ME FOR EMPLOYMENT, AND I SPECIFICALLY RELEASE AND HOLD KIDS R KIDS HARMLESS FOR ANY AND ALL LIABILITIES ARISING OUT OF THEIR INVESTIGATION OF MY APPLICATION FOR EMPLOYMENT. I UNDERSTAND THAT KIDS R KIDS WILL REQUIRE A DRUG SCREEN TEST WHENEVER AN ON THE JOB ACCIDENT OR INJURY IS REPORTED IN ACCORDANCE WITH PANDABEAR POLICY AND THIS AUTHORIZATION AND CONSENT. MY REFUSAL TO SUBMIT TO DRUG TESTING WILL BE GROUNDS FOR TERMINATION.

. If employed, I agree to conform to all PandaBear rules and regulations and all Federal, State and local rules and regulations. In this regard, I understand that PandaBear may, at its discretion, conduct searches of lunchboxes, clothing, purses, work areas and other personal or PandaBear property, and I hereby consent to such search.

I understand that work schedules and requirements vary and can be unpredictable, and that, while PandaBear will make reasonable efforts to accommodate work schedules and employee availability, I may be required to work overtime, weekends, different shifts, or other arrangements. I consent to these requirements as necessary and legitimate conditions of employment.

I understand that if I am not hired within 30 days from the date of this application, I must complete a new application and employment packet. Also, if I terminate employment for longer than 30 days, I must complete a new Employment Packet. I have read and understand everything on this application.

The Employee Handbook is provided to you for information and immediate reference. Not only will you be issued your own personal handbook, there will be a copy in the office for your reference. Please read this booklet carefully and completely. Policies included in this booklet except for the Employment-At-Will Policy and the Dispute Resolution Agreement are subject to unilateral change by the Company from time to time. Please acknowledge receipt of the Employee Handbook by signing below.

RELEASE/ACCEPTANCE/AUTHORIZATION *SEE PAYROLL DEDUCTION AUTHORIZATION IN ITEM 5 ABOVE AND IN THE PAYROLL DEDUCTION SECTION OF THE EMPLOYEE HANDBOOK AND SAFETY GUIDE. THIS COMPANY SETTLES DISPUTES BY MEDIATION AND FINAL, BINDING ARBITRATION. SEE THE DISPUTE RESOLUTION POLICY IN YOUR EMPLOYEE HANDBOOK.

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Applicant Printed Name	Applicant Signature	Date	