

**MODELL'S**  
**SPORTING GOODS®**

**Gotta  
Go To  
Mo's®**

# **MODELL'S SELECTION PROCESS**

**Thank you for your interest in working for  
Modell's Sporting Goods, Inc.**

- Print your FULL NAME below
- Complete the two page application for employment on the inside

**Applicant Name** (Please Print)

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# APPLICATION FOR EMPLOYMENT

WE ARE AN EQUAL OPPORTUNITY EMPLOYER. Applicants and employees are considered for positions and are evaluated without regard to mental or physical disability, race, color, religion, gender, national origin, age, genetic information, military or veteran status, sexual orientation, marital status or any other protected Federal, State or Local status unrelated to the performance of the work involved.



\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Date of Application

**NOTE:** Employment applications are retained in Modell's active file for 30 days only. Applicants must reapply after that time if they are still interested in employment. Please answer all questions completely. Please do not provide any information not specifically requested on this Employment Application form.

## PERSONAL INFORMATION

Name \_\_\_\_\_  
LAST FIRST M.I.

Present Address \_\_\_\_\_  
STREET CITY STATE ZIP

E-mail: \_\_\_\_\_ Home Phone: ( ) \_\_\_\_\_ Cell/Mobile Phone: ( ) \_\_\_\_\_

Work Phone: ( ) \_\_\_\_\_ May we contact you at work?  YES  NO

Are you 18 years of age or older?  YES  NO      If NO please give date of birth \_\_\_\_/\_\_\_\_/\_\_\_\_\_  
MONTH DAY YEAR

Are you legally authorized to work in the United States?  YES  NO  
 Will you now or in the future require sponsorship for employment VISA status?  YES  NO

IF YOU ARE APPLYING FOR A POSITION IN MASSACHUSETTS OR PHILADELPHIA, PA, DO NOT ANSWER THIS QUESTION. Within the past five years, have you been convicted or, pleaded guilty to, or pleaded "no lo contendre" to any felony or misdemeanor?  
 Please see "STATE SPECIFIC NOTICES" on back page to determine any conditions for providing an answer to this question.(E.G. Certain states provide for answering "NO" if your conviction records have been expunged).

If YES, when \_\_\_\_\_  
MONTH/YEAR

Explain:

YES  
 NO

## EMPLOYMENT SPECIFICATIONS

Position Applying For: \_\_\_\_\_  
 Full Time     Part Time     Temporary (Seasonal)    Salary Desired: \_\_\_\_\_

Referred By:	Date Available To Start:	HOURS AVAILABLE FOR WORK:							
			SUN.	MON.	TUE.	WED.	THURS.	FRI.	SAT.
		FROM							
		TO							

Have you ever applied to or previously worked for Modell's Sporting Goods?  YES  NO  
 If YES, Position: \_\_\_\_\_ Date: \_\_\_\_\_  
 Location: \_\_\_\_\_

Are you related to any associate at Modell's Sporting Goods?  YES  NO  
 If YES, Associate's Name: \_\_\_\_\_ Date: \_\_\_\_\_  
 Associate's Position: \_\_\_\_\_ Location: \_\_\_\_\_

Are you eligible to work in the U.S?  YES  NO    Willing to relocate?  YES  NO

## EDUCATION

Type of School	Name and Location of School	Degree/Area of Study	No. of Yrs. Attended	Graduated
High School	Name: _____			Yes    No
	City: _____ State: _____			<input type="checkbox"/> <input type="checkbox"/>
College	Name: _____			Yes    No
	City: _____ State: _____			<input type="checkbox"/> <input type="checkbox"/>
Trade, Business, Correspondence or Other School	Name: _____			Yes    No
	City: _____ State: _____			<input type="checkbox"/> <input type="checkbox"/>

## GENERAL

SUBJECTS OF SPECIAL STUDY, RESEARCH WORK OR ACCOMPLISHMENTS RELEVANT TO JOB PLACEMENT (i.e. scholastic, professional, athletic)

# EMPLOYMENT RECORD

List employment starting with your most recent position. Account for any time during this period that you were unemployed by stating the nature of your activities. May we contact your present employer?  YES  NO

DATES MONTH/YEAR	COMPANY NAME, ADDRESS & PHONE	LAST POSITION / RESPONSIBILITIES	SUPERVISOR'S NAME/TITLE	ENDING SALARY	REASON FOR LEAVING
FROM:					
TO:					
FROM:					
TO:					
FROM:					
TO:					
FROM:					
TO:					

Have you ever been discharged or asked to resign from any prior job?  YES  NO  
If YES, please explain: \_\_\_\_\_

## REFERENCES: Give the names of three persons not related to you, whom you have known at least one year.

NAME	COMPANY NAME, ADDRESS & PHONE	TYPE OF BUSINESS	YRS. ACQUAINTED
1.			
2.			
3.			

## PLEASE READ THIS STATEMENT CAREFULLY BEFORE SIGNING

### PRE-EMPLOYMENT STATEMENT (Please read before signing)

I understand that the organization will rely, in part, on the information I provide in this Employment Application in considering whether to hire me. I understand that it is important that I provide complete and accurate information and certify that I have done so. If the organization discovers at any time that I failed to completely and honestly provide any information requested of me in this Employment Application or during the interview process, I understand that my application will no longer be considered or, if I am working for the organization, that I will be subject to disciplinary action, up to and including termination of employment.

The organization is committed to compliance with the provisions of this nation's immigration laws regarding verification of employment eligibility. Any offer of employment will be contingent upon your ability to provide legally sufficient documentation showing your eligibility to be employed by this organization. Applicants or employees that present fraudulent documents for employment verification purposes may be terminated.

I authorize the organization to contact anyone that it deems appropriate to verify the information I have provided or to further investigate my background, past performance and suitability for employment. I consent to being discussed by any person contacted by the organization and waive all rights to bring any action for defamation, invasion of privacy or any similar claim against anyone that provides information to the organization with a good faith belief that the information provided is true. I understand that the organization may choose to obtain background information about me from a consumer reporting agency and hereby grant the organization my authorization to obtain such information. I understand that if I refuse to provide such authorization, my application for employment will not be considered or any offer of employment may be rescinded.

I understand that this Employment Application is not an offer of employment. I understand that nothing contained in this Employment Application creates a contract between the organization and me for employment or any other benefit. I acknowledge that no promises regarding employment have been made and I further understand that any such promise or guarantee is not binding upon the organization.

**I understand that if I am hired, I will be an employee "at will," meaning I am not hired for any definite length of time and either I or the organization can terminate my employment at any time for any or no reason.**

If employed, I understand and agree that the organization retains the sole right in its business judgement to modify, suspend, interpret, or cancel, in whole or in part, at any time, with or without any notice, any published or unpublished policy, practice, procedure, process, or benefit.

If employed, I understand that I may be required to comply with federal and/or state Drug Free Workplace Laws and regulations. I understand and agree to comply with such laws.

If employed, I understand that as a condition of employment that I may be required to agree to and sign the organization's confidentiality, non-compete, and/or other similar agreements. I also agree to notify the organization during the pre-employment process of any confidentiality, non-compete, and/or other similar agreements that I may have already signed with current and/or former employers.

Applicant's Signature: \_\_\_\_\_ Date Signed: \_\_\_\_\_

## COMPLETED BY THE MODELL'S STAFF ONLY

INTERVIEWED BY:	DATE:
HIRED: <input type="checkbox"/> YES <input type="checkbox"/> NO	
SALARY/WAGE:	DATE REPORTING TO WORK:
POSITION:	DEPT:
PAPERWORK TO PAYROLL: <input type="checkbox"/> Pre-Employment Questionnaire <input type="checkbox"/> Math Test <input type="checkbox"/> Reference Check <input type="checkbox"/> Application <input type="checkbox"/> Application W-4 <input type="checkbox"/> I-9 <input type="checkbox"/> 8850 Form <input type="checkbox"/> Working Papers <input type="checkbox"/> Union Cards <input type="checkbox"/> Change of Status Form	



**STATE SPECIFIC NOTICES**

**CONNECTICUT APPLICANTS:** Applicants for employment are not required to disclose the existence of any arrest, criminal charge, or conviction for which the records have been erased in accordance with the provisions of Connecticut State Law, sections 46b-146, 54-76o, or 54-142a. Records subject to erasure are records pertaining to a finding of delinquency, or that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that has been dismissed or nulled (not prosecuted), a criminal charge for which a person has been found not guilty, or a conviction for which a person received an absolute pardon. Any person whose criminal records have been erased in accordance with the provisions of the aforesaid Connecticut State Law shall be deemed to have never been arrested within the meaning of Connecticut General Statutes and may so swear by oath.

**MASSACHUSETTS APPLICANTS:** The employer may not require an applicant, on the application for employment, to answer any question concerning prior criminal arrests, or convictions. The applicant may be questioned about criminal convictions for misdemeanors or felonies during the interview process if the date of such conviction or the completion of any period of incarceration resulting therefrom, whichever date is later, occurred less than five years prior to the date of such application for employment or such request for information, except that the applicant shall not be required to provide information about a first conviction for any of the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace,

An applicant for employment with a sealed record on file with the Commissioner of Probation may answer "No record" with respect to an inquiry following receipt of an application by Modell's Sporting Goods, relative to prior arrests, criminal court appearances, or convictions. In addition, any applicant for employment may answer "No record" with respect to any inquiry relative to prior arrests, court appearances, and adjudications in all cases of delinquency, or as a child in need of services, which did not result in a complaint transferred to the Superior Court for prosecution.

It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liabilities.

**MARYLAND APPLICANTS:** Under Maryland law, an employer may not require or demand, as a condition of employment, prospective employment, or continued employment, that an individual submit to or take a lie detector or similar test. An employer who violates this law is guilty of a misdemeanor and subject to a fine not exceeding \$100.

**NEW YORK APPLICANTS:** No application for any employment, and no employment by an individual, to which the provisions of this Article 23-A of the Corrections Law of the State of New York are applicable, shall be denied or acted upon adversely by reason of the individual having been previously convicted of one or more criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:

- (1) there is a direct relationship between one or more of the previous criminal offenses and the specific employment sought by the individual; or
- (2) the issuance or continuation of the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.

It is unlawful in New York to require or administer a lie detector test as a condition of employment or continued employment.

**PENNSYLVANIA APPLICANTS:**

Only in Philadelphia: If the applicant is either in Philadelphia or applying for a position in Philadelphia, the employer may not require applicants to disclose their criminal history until after: (i) the employer accepts the employment application, and (ii) conducts the first employment interview (either in person or via telephone).

Applicable in all of Pennsylvania (including Philadelphia) Pennsylvania Criminal History Record Information Act provides that felony and misdemeanor convictions may be considered by the employer only to the extent to which they relate to the applicant's suitability for employment in the position for which he has applied.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date