



# explore a golden opportunity

## McDonald's USA, LLC Employment Application

McDonald's® is an equal opportunity employer committed to a diverse and inclusive workforce



# from here you can **get ahead**

**Did you know? 30% of our franchise owners, 50% of our corporate staff, and 70% of our restaurant managers started as crew.**

**Here are some of the great benefits of working at McDonald's®:**

- Competitive Wages
- Flexible Hours
- McDonald's® Insurance Program
- Free Uniforms



## **Apply today!**

**Learn more at [www.mcdonalds.com](http://www.mcdonalds.com)**

If hired, some of your responsibilities would include reporting to work on time, dressed neatly and cleanly. You would be helping us deliver friendly, accurate and fast service in a respectful, professional environment. We would want you to uphold and follow McDonald's® operational, quality and food safety standards and help make every customer feel like a valued guest.



**Please read the section below carefully before signing.**

U.S. law requires that, if hired, you must furnish appropriate documentation establishing identity and employment eligibility, generally within 72 hours of starting work. For example, acceptable documents include: a U.S. Passport, or INS Forms 688 or 688A; a Social Security Card or birth certificate issued by government authority and a driver's license, school I.D. with photo or other government issued documentation establishing identity. Certain other documents are equally acceptable. Please consult a member of the management team and ask them for a copy of INS Form I-9 for a list of these documents.

**California Employment Only:**

You may exclude information regarding any conviction for which the record has been judicially ordered sealed, expunged or statutorily eradicated. You also may exclude information regarding any conviction that is more than two years old for a violation of California Health and Safety Code Sections 11357, 11360, 11364, 11365 or 11550 (or predecessor statutes) as they relate to marijuana.

**Connecticut Employment Only:**

Under Connecticut law, an employer cannot require an employee or prospective employee to disclose arrest, criminal charge or conviction records that have been erased. An employment application that asks an applicant about his or her criminal history must contain the following notice:

1. The applicant is not required to disclose the existence of any arrest, criminal charge or conviction, the records of which have been erased pursuant to Sections 46b-146, 54-76o or 54-142a; 2. The criminal records subject to erasure pursuant to Sections 46b-146, 54-76o or 54-142a are records pertaining to a find of delinquency or that a child was a member of a family with services needs, an adjudication as a youthful offender, a criminal charge for which the person has been found not guilty or a conviction for which the person received an absolute pardon; and 3. Any person whose criminal records have been erased pursuant to Sections 46b-146, 54-76o or 54-142a shall be deemed to have never been arrested within the meaning of the general statutes with respect to those proceedings so erased and may so swear under oath.

**Massachusetts Employment Only:**

An applicant for employment with a sealed record on file with the commissioner of probation may answer "no record" with respect to any inquiry herein 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 criminal 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 Employment Only:**

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.

**\*DURING THE PAST 5 YEARS, HAVE YOU EVER BEEN CONVICTED OF, PLED GUILTY TO OR PLED NO CONTEST TO A CRIME, EXCLUDING MISDEMEANORS AND TRAFFIC VIOLATIONS? Yes \_\_\_ No \_\_\_**

**IF YES, DESCRIBE IN FULL \_\_\_\_\_**

**\*Answering yes will not necessarily bar you from employment. Applicants are not required to disclose sealed or expunged conviction records or the existence of such records.**

**ARE YOU OR HAVE YOU EVER BEEN A SEX OFFENDER REGISTERED WITH ANY FEDERAL, STATE OR LOCAL GOVERNMENT AGENCY, INCLUDING ANY LISTING ON A PUBLIC WEBSITE? Yes \_\_\_ No \_\_\_**

1. I certify that I have read this application and the information on it is complete and correct. I understand that any omissions or misrepresentation of information is grounds for dismissal.
2. I authorize the persons, employers, schools and organizations listed on this application to give you any information concerning my employment and other pertinent information they may have, personal and otherwise, and release all parties from all liability and damages that may result from furnishing this to you.
3. I acknowledge that McDonald's reserves the right to amend or modify any of its handbooks or policies at any time and without prior notice. These policies do not create any promises or contractual rights between McDonald's and its employees. At McDonald's, employment is at will. This means an employee is free to terminate his/her employment at any time, without any reason, with or without cause, and McDonald's retains these same rights. The Vice President of Human Resources of the McDonald's USA, LLC is the only person who may make an exception to this, and any exception must be in writing, addressed to a particular individual, and signed by the officer.
4. McDonald's is an Equal Opportunity Employer. Various federal, state, and local laws prohibit discrimination on account of race, color, religion, sex, age, national origin, disability, sexual orientation, veterans status or other protected categories. It is this McDonald's policy to comply fully with these laws, as applicable, and information requested on this application will not be used for any purpose prohibited by law.
5. I understand that as a part of the procedure for my employment application an investigative consumer report may be made concerning my character, general reputation, personal characteristics and mode of living. Upon written request, additional disclosure concerning the complete nature and scope of the investigation will be provided. If I am denied a job based either wholly or in part because of information contained in an investigative consumer report, I will be provided the name and address of the reporting agency that supplies the information.

Signature \_\_\_\_\_ Date \_\_\_\_\_

[Click here to learn more about this application.](#)