



SALLY
BEAUTY SUPPLY®

APPLICATION FOR EMPLOYMENT

P.O. Box 490 Denton, TX 76202

EQUAL OPPORTUNITY EMPLOYER

SALLY BEAUTY SUPPLY LLC

(PLEASE PRINT)

TODAY'S DATE _____ SALARY DESIRED _____
 POSITION DESIRED _____ DATE AVAILABLE _____

P E R S O N A L I N F O R M A T I O N	NAME _____		PHONE # _____																				
	ADDRESS _____		CELL PHONE # _____																				
	CITY, STATE, ZIP _____		AGE (IF UNDER 18) _____																				
	ARE YOU LEGALLY ELIGIBLE FOR EMPLOYMENT IN THE UNITED STATES? YES _____ NO _____		IF YOU ARE APPLYING FOR A POSITION WHICH REQUIRES YOU TO DRIVE A PERSONAL AUTOMOBILE, ANSWER THESE QUESTIONS: DO YOU HAVE A VALID DRIVER'S LICENSE? YES _____ NO _____																				
	HAVE YOU EVER WORKED FOR SALLY BEAUTY COMPANY, INC., BEAUTY SYSTEMS GROUP, INC., VICTORY BEAUTY SYSTEMS, INC., NEKA SALON SUPPLY, INC., ARMSTRONG-MCALL, L.P., OR WEST COAST BEAUTY SUPPLY CO.? YES _____ NO _____		DO YOU HAVE A CAR WHICH YOU CAN USE TO PERFORM THE JOB? YES _____ NO _____																				
	WHERE? _____ WHEN? _____		DO YOU HAVE CURRENT STATE REQUIRED LIABILITY INSURANCE? YES _____ NO _____																				
	FOR US TO VERIFY YOUR WORK RECORDS, ARE THERE ANY NICKNAMES, USES OF AN ASSUMED NAME OR CHANGES OF NAME THAT WE NEED TO BE AWARE OF? YES _____ NO _____ IF SO, WHAT NAME _____		HAVE YOU BEEN CONVICTED OF, OR PLEAD GUILTY OR NOLO CONTENDRE TO, A CRIMINAL OFFENSE OTHER THAN A MINOR TRAFFIC VIOLATION IN LAST 5 YEARS? (SEE INFORMATION ON BACK BEFORE RESPONDING) YES _____ NO _____ IF YES, PLEASE PROVIDE THE DATE OF EACH INSTANCE AND THE NATURE OF THE OFFENSE. USE ADDITIONAL SHEETS IF NECESSARY. _____																				
CURRENT LICENSES/CERTIFICATIONS/REGISTRATIONS (INDICATE TYPES AND DATES RECEIVED): _____ _____ _____		ONLY JOB RELATED CONVICTIONS WILL BE CONSIDERED AND A CONVICTION RECORD WILL NOT NECESSARILY BAR AN APPLICANT FROM EMPLOYMENT. DO NOT INCLUDE EXPUNGED, SEALED, ANNULLED, OR LEGALLY ERASED CONVICTIONS; THESE WILL NOT BE CONSIDERED IN ASSESSING YOUR QUALIFICATIONS FOR EMPLOYMENT.																					
HAVE YOU EVER INITIATED OR THREATENED AN ACT OF VIOLENCE IN THE WORKPLACE? YES _____ NO _____ PLEASE EXPLAIN _____		NAME _____ DEPT. _____ RELATIONSHIP _____																					
WHAT LANGUAGES DO YOU SPEAK, READ OR WRITE? <table style="width:100%; border:none;"> <tr> <td></td> <td style="text-align:center;">FLUENT</td> <td style="text-align:center;">SOME</td> <td style="text-align:center;">READ OR WRITE</td> </tr> <tr> <td>_____</td> <td style="text-align:center;"><input type="checkbox"/></td> <td style="text-align:center;"><input type="checkbox"/></td> <td style="text-align:center;"><input type="checkbox"/></td> </tr> <tr> <td>_____</td> <td style="text-align:center;"><input type="checkbox"/></td> <td style="text-align:center;"><input type="checkbox"/></td> <td style="text-align:center;"><input type="checkbox"/></td> </tr> <tr> <td>_____</td> <td style="text-align:center;"><input type="checkbox"/></td> <td style="text-align:center;"><input type="checkbox"/></td> <td style="text-align:center;"><input type="checkbox"/></td> </tr> <tr> <td>_____</td> <td style="text-align:center;"><input type="checkbox"/></td> <td style="text-align:center;"><input type="checkbox"/></td> <td style="text-align:center;"><input type="checkbox"/></td> </tr> </table>			FLUENT	SOME	READ OR WRITE	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ARE YOU ON LAYOFF FROM ANY COMPANY OR SUBJECT TO RECALL BY ANY OTHER COMPANY? YES ___ NO ___ IF YES, WHAT COMPANY _____	
	FLUENT	SOME	READ OR WRITE																				
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																				
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																				
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																				
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																				
		DO YOU HAVE A NON-COMPETE AGREEMENT THAT WOULD KEEP YOU FROM WORKING HERE? YES ___ NO ___ IF YES, PLEASE EXPLAIN _____																					

E D U C A T I O N	CHECK THE HIGHEST LEVEL OR EQUIVALENT COMPLETED:																															
	ELEMENTARY SCHOOL <input type="checkbox"/> 8 OR LESS	HIGH SCHOOL <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12	COLLEGE/TECH <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	GRADUATE <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	TYPE OF DEGREE _____																											
NAME OF COLLEGE, UNIVERSITY OR VO-TECH ATTENDED: _____																																
PLEASE FILL IN THE HOURS YOU ARE AVAILABLE TO WORK.			HAVE YOU EVER...																													
<table border="1" style="width:100%; border-collapse: collapse; text-align:center;"> <tr> <td>Sun</td><td>Mon</td><td>Tues</td><td>Wed</td><td>Thurs</td><td>Fri</td><td>Sat</td> </tr> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> <tr> <td>From</td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> <tr> <td>To</td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> </table>			Sun	Mon	Tues	Wed	Thurs	Fri	Sat								From							To							WAITED ON CUSTOMERS? YES _____ NO _____ TYPING: WORDS	
			Sun	Mon	Tues	Wed	Thurs	Fri	Sat																							
From																																
To																																
OPERATED A CASH REGISTER YES _____ NO _____ PER MINUTE		STOCKED MERCHANDISE? YES _____ NO _____																														
OPERATED A FORKLIFT? YES _____ NO _____		USED A COMPUTER? YES _____ NO _____																														
LIST ANY SOFTWARE YOU HAVE USED: _____																																

WORK HISTORY

(PLEASE LIST BELOW YOUR LAST FOUR EMPLOYERS, STARTING WITH YOUR PRESENT OR LAST PLACE OF EMPLOYMENT.) YOU MAY INCLUDE ANY VERIFIABLE WORK PERFORMED IN THE U.S. MILITARY, VOLUNTEER WORK, OR INTERNSHIPS.

FROM	EMPLOYER	JOB TITLE:	BEGINNING SALARY
	ADDRESS	JOB DUTIES:	
	CITY, STATE, ZIP	SUPERVISOR AND TITLE	FINAL SALARY
TO	PHONE NUMBER	REASON FOR LEAVING	MAY WE CONTACT? YES ___ NO ___
FROM	EMPLOYER	JOB TITLE:	BEGINNING SALARY
	ADDRESS	JOB DUTIES:	
	CITY, STATE, ZIP	SUPERVISOR AND TITLE	FINAL SALARY
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	ADDRESS	JOB DUTIES:	
	CITY, STATE, ZIP	SUPERVISOR AND TITLE	FINAL SALARY
TO	PHONE NUMBER	REASON FOR LEAVING	MAY WE CONTACT? YES ___ NO ___

R E F E R E N C E S	REFERENCES				
	LIST 3 SCHOOL, WORK, OR PERSONAL REFERENCES WHO WE MAY CONTACT. DO NOT LIST PEOPLE WHO ARE RELATED TO YOU.				
	NAME	PHONE #	HOW LONG HAVE YOU KNOWN THIS PERSON?	RELATIONSHIP TO YOU	TYPE OF REFERENCE
					_ SCHOOL _ WORK _ PERSONAL
					_ SCHOOL _ WORK _ PERSONAL
				_ SCHOOL _ WORK _ PERSONAL	

IN CASE OF EMERGENCY, PLEASE CONTACT

NAME ADDRESS CITY STATE ZIP PHONE#

PLEASE READ CAREFULLY BEFORE SIGNING THIS APPLICATION

I understand in filling out this application that Sally Beauty Company, Inc. (hereafter, "Company") is in no way obligated to offer me employment. I certify that the facts set forth in my application for employment are true, correct, and complete. I agree that any misrepresentation of false statement on this application shall be considered grounds for rejecting this application, rescinding a tentative job offer or immediate discharge if discovered after hire. I authorize the Company to investigate any of the information contained on this application, including the examination of past employment, records, licenses, certificates, references, and other facts stated on the application. I waive any rights which I may have to receive written notice from any former employer listed on this application regarding the release to the Company of any disciplinary action taken against me by said former employers. I hereby release and discharge the Company and any person or entity from whom any such information is obtained from any liability whatsoever related to the use or disclosure of such information.

I understand that I may be required to sign an agreement that contains clauses requiring non-disclosure and non-use of confidential information both during employment and thereafter and restriction on employment by others involving similar products or processes worked on for the Company, should I become an employee of the Company. I understand that I may be required to successfully complete a post-offer medical examination as a condition of employment, including drug and alcohol testing, and I agree to take such examination.

I understand and agree that I may be required as a condition of my employment and/or continued employment, and to the extent permitted by federal, state, and local law, to submit to a urinalysis drug test to determine the presence of controlled substances. I understand and agree that if the test results indicate that I have violated the Company's rules on controlled substances, I will be ineligible for employment with the Company at that time and/or subject to disciplinary action up to and including immediate discharge. I also understand that the Company has a substance abuse policy available for my review and I will abide by its terms.

If hired, I agree and understand that either Company or myself may terminate my employment and compensation at any time, with or without cause, and with or without notice. I further understand that no one employed by the Company (other than the President through a specific individual written contract naming the individual and signed by both the President and the individual), has any authority to enter into any agreement for employment for any specific period of time or to make any agreement contrary to the foregoing. Any written or oral statement or promises to the contrary are hereby expressly disavowed and should not be relied upon by perspective employees or during employment. I also understand and agree that any policies, procedures or benefits may be unilaterally changed, modified or discontinued at any time at the sole discretion of the Company.

I acknowledge that there are positions within the Company, such as many store manager positions, where the hours of work fluctuate from week to week, though the employee is compensated on a fixed salary basis. In the event I am ever employed in one of these positions, I understand and agree that my fixed salary constitutes compensation for all hours worked in each work week, whatever their number. In the event I am entitled by law to an overtime premium, I understand and agree that this premium will be based upon a regular rate calculated by dividing the number of hours worked in each work week into the amount of the salary received for that week and that any overtime would be based on one-half of my equivalent hourly rate for each workweek.

Connecticut Applicants Only: This applicant is not required to disclose the existence of any arrest, criminal charge, or conviction, the record of which have been erased pursuant to section 46b-146, 54-760 or 54-142a. Criminal records subject to erasure pursuant to section 46b-146, 54-760 or 54-142a 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 nolleed, a criminal charge for which the person has been found not guilty or a conviction for which the person received an absolute pardon. Any person whose criminal records have been erased pursuant to section 46b-146, 54-760 or 54-142a shall be deemed to have never been arrested within the meaning of the general statutes with respect to the proceedings so erased and may so swear under oath.

Maryland Applicants 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 misdemeanor and subject to a fine not exceeding \$100.

Massachusetts Applicants Only: 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 liability.

An applicant for employment need not disclose a first conviction for the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, or affray of 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 injury 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.

Minnesota Applicants Only: The Minnesota Personnel Statute provides that employees have the right to review their personnel records upon written request made in good faith, once every six months. If the employee so requests, the employer will provide a copy of the personnel records to the employee at no charge. If the employee disputes information contained in the personnel records, and agreement is not reached to remove or revise the disputed information, the employee may submit a written statement, not exceeding five pages, identifying the disputed information and explaining the employee's position, which statement will be included as part of the employee's personnel records. The employer will not retaliate against its employees for asserting their rights under the Statute. If the employer violates the requirements of the Statute, the employee may bring a civil action to compel compliance and for actual damages, plus costs. If the employer retaliates against an employee for asserting rights under the Statute, the employee may bring a civil action for actual damages, back pay, reinstatement or other make-whole, equitable relief, plus reasonable attorney's fees.

California Applicants Only: Do not include convictions under California Health and Safety Code Sections 11357(a) or (b), 11360(c), 11364, 11365 or 11550 related to marijuana which occurred two or more years before this application.

Pennsylvania Applicants Only: You are not required to disclose misdemeanor convictions.

Washington State Applicants Only: You are only required to disclose convictions if the conviction or release from incarceration resulting from the conviction occurred in the last seven years.

Illinois Applicants Only: You are not obligated to disclose sealed or expunged records of conviction or arrest.

Georgia Applicants Only: Applicants are not required to disclose information pertaining to any "first offender discharge"

Hawaii Applicants Only: Do not answer the question at this time. You will only have to answer this question if you receive a conditional employment.

I understand that this application is good only for sixty (60) days from today's date. If I still desire a position with the Company after this application expires, it will be my responsibility to fill out a new application and file it. This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

I have read and understand those above state law provisions applicable to me.

Signature of Applicant _____ Date _____