

OUR PEOPLE MAKE THE Difference **WAL★MART** Stores, Inc.

EOE/M/F/D/V

Equal Opportunity Employer - By Choice.

This application for employment will not be considered unless fully completed.

Please print your name as it appears on your Social Security card.

Last Name First Name Middle Name Social Security Number

Street Address

() ()
 City, State, and Zip Code Telephone Number Alternate Telephone

Yes No If yes:
 Location Dates of Employment
 Have you ever been employed by Wal-Mart or any of its subsidiaries? Reason for Leaving Name employed under if now different

List all positions for which you would like to be considered Rate of pay expected Date you can start work

List relatives employed by Wal-Mart, their relationship and where they work. (If you live in California, do not answer.)

Peak Time Full Time Temp
 Type of employment you are seeking.

Yes No
 Are you 18 years of age or older?
 If under 18, applicant will be required to submit a birth certificate or a work certificate as required by the state or federal laws.

Yes No
 Can you, after employment, submit verification of your legal right to work in the United States?

Elementary or less High School College/Tech
 8 1 2 3 4 1 2 3 4

Check the highest level or equivalent completed:

Yes No
 Will you now, or in the future, require sponsorship for employment visa status (e.g., H-1B, visa status)?

Yes No
 Are you currently a student? Name of college, university or vo-tech attended

Availability - To help us consider you for a job that matches your availability, please tell us the earliest time and the latest time you can work each day.

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Earliest Time							
Latest Time							

Check if you are available to work: Days Evenings Nights Saturday Sunday

First Name:

Please Print Last Name:

Employment History - List entire employment history, starting with your present employer. For any unemployed or self-employed periods show dates and location. **(Attach additional sheets if necessary.)**

If currently employed, may we contact your employer? Yes No

Company Name: _____ Address: _____ City/State/Zip: _____ Phone #: _____	Your Job: _____ Supervisor's Name: _____ Dates Employed: From: _____ To: _____	Last Pay Rate: _____ Reason for Leaving: _____ _____
Company Name: _____ Address: _____ City/State/Zip: _____ Phone #: _____	Your Job: _____ Supervisor's Name: _____ Dates Employed: From: _____ To: _____	Last Pay Rate: _____ Reason for Leaving: _____ _____
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Company Name: _____ Address: _____ City/State/Zip: _____ Phone #: _____	Your Job: _____ Supervisor's Name: _____ Dates Employed: From: _____ To: _____	Last Pay Rate: _____ Reason for Leaving: _____ _____

List two (2) people (no relatives) you have worked with and whom we may contact for a reference if necessary.

Name: _____ Phone: _____
Name: _____ Phone: _____

If you reside in:

- CA- Do not disclose marijuana convictions (felony or misdemeanor) more than two years old.
- CO, MA, MD, NH, OK - Do not disclose criminal records that are sealed, expunged or annulled.
- HI - Do not answer the following questions.
- IL - Do not disclose prior convictions that have been expunged, sealed or impounded under Section 5 of the Criminal Identification Act.
- WA - Do not disclose convictions which occurred more than 7 years ago or for which you were released from prison more than 7 years ago.

Have you ever been convicted of a felony? Yes No Have you ever been convicted of any type of theft or fraud or a violent crime? Yes No

If yes, on a separate sheet, identify the crime for which you were convicted, the date of the conviction and the location of the court in which you were convicted. Please provide any details you feel are relevant. Conviction of a crime will not automatically disqualify you from consideration for employment, but will be considered as part of an overall evaluation of your qualifications.

IMPORTANT - We are glad you are interested in joining the Wal-Mart team. Please read the following statement carefully before you sign and return this application. Wal-Mart Stores, Inc., in considering my application for employment, may verify the information set forth on this application and obtain additional background information relating to my background. I authorize all persons, schools, companies, corporations, credit bureaus and law enforcement agencies to supply any information concerning my background. I have read, understand and agree to this statement. (Please initial here.) _____

I understand that Wal-Mart Stores, Inc. has a commitment to maintain an alcohol/drug-free workplace and that Wal-Mart, unless prohibited by state law, requires a drug screening test as a part of its selection and hiring process. I understand that such drug screening will consist of the testing of a urine sample or other medically recognized test designed to detect traceable amounts of a controlled substance in my body. If after a second confirmatory test approved by SAMHSA, it is determined my specimen contains a controlled substance or was adulterated or substituted, I will be disqualified from consideration for employment and any offer of employment will be withdrawn. I further understand and agree that if I am employed, I may be required to submit to alcohol/drug-testing under certain circumstances during my employment. I have read, understand, and agree to this statement. (Please initial here.) _____

I certify that the information on this application is correct and I understand that any misrepresentation or omission of any information will result in my disqualification from consideration for employment or, if employed, my dismissal. I understand that this application is not a contract, offer, or promise of employment and that if hired, I will be able to resign at any time for any reason. Likewise, the company can terminate my employment at any time with or without cause, unless otherwise required by law. I further understand that no one other than the President of Wal-Mart Stores, Inc., or Vice President of its People Division has the authority to enter into an employment contract or agreement with me, and that my at-will employment can be changed only by a written agreement signed by the President of Wal-Mart Stores, Inc. I have read, understand and agree to this statement. (Please initial here.) _____

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 with the company. Otherwise, the company will not consider me for employment after this application expires.

Date of Application: _____ Signature as shown on Social Security Card: _____

LISTS OF ACCEPTABLE DOCUMENTS

All documents must be unexpired

LIST A

**Documents that Establish Both
Identity and Employment
Authorization**

LIST B

**Documents that Establish
Identity**

LIST C

**Documents that Establish
Employment Authorization**

	OR		AND
1. U.S. Passport or U.S. Passport Card		1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	1. Social Security Account Number card other than one that specifies on the face that the issuance of the card does not authorize employment in the United States
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)		2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	2. Certification of Birth Abroad issued by the Department of State (Form FS-545)
3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa		3. School ID card with a photograph	3. Certification of Report of Birth issued by the Department of State (Form DS-1350)
4. Employment Authorization Document that contains a photograph (Form I-766)		4. Voter's registration card	4. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
5. In the case of a nonimmigrant alien authorized to work for a specific employer incident to status, a foreign passport with Form I-94 or Form I-94A bearing the same name as the passport and containing an endorsement of the alien's nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form		5. U.S. Military card or draft record	5. Native American tribal document
		6. Military dependent's ID card	6. U.S. Citizen ID Card (Form I-197)
		7. U.S. Coast Guard Merchant Mariner Card	7. Identification Card for Use of Resident Citizen in the United States (Form I-179)
		8. Native American tribal document	8. Employment authorization document issued by the Department of Homeland Security
		9. Driver's license issued by a Canadian government authority	
		For persons under age 18 who are unable to present a document listed above:	
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		10. School record or report card	
		11. Clinic, doctor, or hospital record	
		12. Day-care or nursery school record	

Illustrations of many of these documents appear in Part 8 of the Handbook for Employers (M-274)