



Application for Employment

Thank you for your interest in applying for a position with us. Ashley Furniture HomeStore and FurnitureLand are Equal Opportunity Employers. We consider all applicants without regard to race, color, religion, sex, national origin, age, disability, veteran's status, marital status, genetic information, or actual or perceived sexual orientation or any other characteristic protected by federal, state, or local law.

This is a Drug Free Work Environment.
Employees and applicants are subject to drug testing and background investigations.

PERSONAL

Last Name	First	Middle	Date
Street Address			Home Phone
City, State, Zip			Alternative Phone
Have you ever been employed by Ashley Furniture HomeStore or FurnitureLand? Yes <input type="checkbox"/> No <input type="checkbox"/>			Expected Compensation
If yes, month & year _____ Position _____			
Position Desired			What days and hours are you available to work?
If hired, can you provide documentation of your identity and eligibility for employment in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>			
<i>If hired, you will be required to complete an I-9 form.</i>			

EDUCATION

School	Name and Location of School	Years Completed	Did You Graduate?	Degree or Diploma Received/ Course of Study
High			Yes <input type="checkbox"/> No <input type="checkbox"/>	
College			Yes <input type="checkbox"/> No <input type="checkbox"/>	
Trade/ Graduate			Yes <input type="checkbox"/> No <input type="checkbox"/>	
Other			Yes <input type="checkbox"/> No <input type="checkbox"/>	

List special licenses, skills and certifications that would assist you in performing the duties of the job for which you have applied:

Membership in professional or civic organizations (You may exclude those that disclose your race, color, religion, sex, national origin, ancestry, age, mental or physical handicap, citizenship status, marital status, or membership in any other protected class.)

MISCELLANEOUS

Have you ever been convicted of a crime? Yes No

Have you been arrested for any reason that has not yet been resolved? Yes No

If so, when? (A conviction will not necessarily disqualify any applicant.) To help us evaluate your application, please describe the nature of the crime and your subsequent rehabilitation.

EMPLOYMENT HISTORY

Company Name	Telephone
Address	Employed (Month & Year) From To
Name of Manager	Compensation Start Last
Job Title and Description of Your Work	Reason for Leaving
Company Name	Telephone
Address	Employed (Month & Year) From To
Name of Manager	Compensation Start Last
Job Title and Description of Your Work	Reason for Leaving
Company Name	Telephone
Address	Employed (Month & Year) From To
Name of Manager	Compensation Start Last
Job Title and Description of Your Work	Reason for Leaving

List any other job related experiences, special training, skills, apprenticeships, internships, etc.

APPLICANT'S STATEMENT AND AUTHORIZATION

(Read carefully prior to signing)

I certify that all answers given by me are true, accurate and complete. I understand that the falsification, misrepresentation or omission of facts on this application (or any other accompanying or required documents) will be cause for denial of employment or immediate termination of employment, regardless of when or how discovered.

I understand that as part of the selection process, the Company may conduct a routine investigation concerning my employment background, criminal record and education and that continued employment is contingent upon satisfactory results. I also understand that the Company may require the successful completion of a urinalysis for drug testing purposes and/or a blood alcohol test as a condition of employment. By submitting this Application for Employment, I hereby consent to either or both of said test, at the discretion of the Company.

I authorize the investigation of all statements and information contained in this application. I release from all liability anyone supplying such information and I also release the employer from all liability that might result from making an investigation. It is unlawful to require or administer to applicants for employment or prospective employment, or to any employee, a polygraph, lie detector, or similar test as a condition of employment or continued employment. Violation is punishable by criminal and civil penalties.

I understand that should an employment offer be extended to me and accepted, that I will be an at-will employee and that my employment and compensation may be terminated with or without cause, and with or without notice, at any time, at the option of either the Company or me. I understand that I must adhere to the policies, rules and regulations of employment of the Company. I further understand that no representation, whether oral or written by any representative or agent of the Company can constitute a contract of employment. I understand that the Company shall have the maximum discretion permitted by law to administer, interpret, modify, discontinue, enhance or otherwise change all policies, benefits, procedures of other terms or conditions of employment.

I acknowledge that I have read and understand the above statements.

Signature: _____

Date: _____

**This Application for Employment is active for thirty (30) days from the date signed.
Consideration for employment after thirty (30) days requires a new application.**



NOTICE REGARDING BACKGROUND CHECK

We appreciate your interest in pursuing a career with Ashley Furniture HomeStore or FurnitureLand ("the Company") and would like to welcome you to our candidate selection process.

It is the policy of our Company that we check references to the fullest, for all employees prior to being hired. We believe that hiring new employees is one of the single most important responsibilities we have. As such, we go to great lengths determining whether or not an applicant is the best candidate for the position that we have available. In addition to references, we will conduct checks on education, professional certifications, motor vehicle records (if you are required to drive for company business in your position), federal, state and county criminal history records, as well as others we deem applicable.

In addition, we obtain and use a consumer report or an investigative consumer report from an external consumer reporting agency, as well as various internet sites for employment purposes. These purposes may include, but are not limited to:

- Considering your application for employment
- Making a decision whether to offer you employment with our company
- Deciding whether to continue your employment (if you are hired)
- Doing periodic rescreening of current employees
- Making any other employment decision affecting you

A consumer reporting agency is a person or business that regularly assembles or evaluates consumer credit information or other information on consumers. As an applicant or an employee, you are considered a "consumer" under the Fair Credit Reporting Act.

A consumer report may include information about your character, general reputation, personal characteristics, or mode of living, which is collected for employment purposes. An investigative consumer report may also involve personal interviews with sources such as employers, educators, etc.

Where an applicant is applying for a position that involves access to and handling funds of the Company, we believe that a person's history and current credit worthiness, credit standing and credit capacity is substantially job related, and we will generally include in our reference check a consumer report containing information regarding those aspects of the applicants background. Information from such a consumer report will be considered in evaluating your application to work for us.

You have the right to request disclosures of the nature and scope of any investigative consumer report that the company obtains about you. You also have other rights under the Fair Credit Reporting Act, a summary of which is available at: <http://www.ftc.gov/os/2004/11/041119factaappf.pdf>.

AUTHORIZATION:

I certify that all of the information I have given on my Application for Employment is accurate and complete to the best of my knowledge. I understand that omissions and misstatements in this application may be grounds for rejection or dismissal. I authorize the Company to verify all information contained in my application, my resume, the Background Investigation Form, using such sources as:

I hereby authorize all concerned to furnish the Company and its agents with all information they may have concerning me, whether on record or not, and do hereby release such organization, the Company, and its agents from all liability for any damages whatsoever for issuing such information. I acknowledge that the Company may obtain consumer reports and investigative consumer reports about me from a consumer reporting agency and that they may consider information in such reports as part of their decision making process. I further agree that should I accept an offer of employment, the company may need to update this information or conduct subsequent investigations from time to time during my employment, and I expressly authorize such acts.

I acknowledge that I have received a copy of the Summary of Rights under the Fair Credit Reporting Act.

I understand that any job offer from the Company is conditional upon my satisfactory completion of a background investigation.

Signature

Date

Full Legal Name (please print)

Please also list any other names/aliases from the last 7 years:



DRUG TEST CONSENT FORM

CONSENT FOR PRE-EMPLOYMENT, RANDOM, POST ACCIDENT, OR REASONABLE SUSPICION DRUG TEST SCREEN AND RELEASE COVENANT NOT TO SUE AND INDEMNITY AGREEMENT

Ashley Furniture HomeStore and FurnitureLand ("the Company") are both Drug Free Work Environments. Employees and applicants that have been offered a position with us are subject to drug testing.

I hereby consent to a drug and/or alcohol test and to furnish a specimen of my hair, breath, urine or blood for analysis to the lab testing or medical facility identified by the Company. Such test will be conducted as a condition of hire once an offer has been extended, and for active employees on a random basis, post-accident and for reasonable suspicion. I further consent to allow the laboratory testing or medical facility to make the results of such screen available to the Company for analysis.

In consideration for such services being rendered on my behalf, I hereby release the laboratory testing services, its company physician, its officers, agents, and employees, from any and all claims which I might otherwise have due to such results being made available. I hereby consent not to file any action at law or in equity against the Company, the laboratory testing service, their respective officers, agents or employees, in connection with the results of such screen being made available, and I hereby agree to indemnify and save harmless the Company, the laboratory testing service, their respective officers, agents and employees, from all damages, expenses, reasonable attorneys fees and costs of court which they or any of them may suffer or incur, jointly or severally, due to the results of such screen being made available.

I understand that positive test results, refusal to be tested, or any attempt to affect the test results or test sample, will result in withdrawal of my application for employment, withdrawal of any provisional employment offer I have received from the Company, or termination of employment, depending on when results are received.

Signature

Date

Printed Name