

EMPLOYMENT APPLICATIONS



Many states have their own requirements as to:

- (1) Specific language that must be on an employment application, and/or
- (2) What types of questions are prohibited on an employment application.

Compounding the problem, the application form should comply with the law in both the state where the applicant resides and the state where the applicant seeks employment. Therefore, even if you are not located in every state, if you recruit on a nationwide basis, your employment application needs to comply with the state law of all 50 states. As if that weren't enough, state laws pertaining to employment applications change regularly, and the shifting legal landscape is a compliance nightmare.

OD COMPLY: EMPLOYMENT APPLICATION was created to solve this common problem. Choose from one of our sample forms that are compliant with the laws in all 50 states, and during the 12-month subscription period, we'll update the forms automatically as the inevitable changes in the law occur.¹

¹Forms are designed for use by private employers in most industries. Client-specific customization of forms, which is available and often requested by clients, is outside the annual subscription fee.