



**Dutchman Hospitality Group, Inc.  
APPLICATION FOR EMPLOYMENT**

**ANSWER ALL QUESTIONS - PLEASE PRINT**

In compliance with Federal and State equal employment opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, or disability, as defined by federal law. If you have a disability which may require special testing, please notify a Company Representative.

**GENERAL INFORMATION**

- Today's Date \_\_\_\_\_ Position Desired \_\_\_\_\_  
Date you can start \_\_\_\_\_ Salary desired \_\_\_\_\_
- Have you filed an application or worked at one of the Dutchman Hospitality locations before?  Yes  No
- If so, when? \_\_\_\_\_ where? \_\_\_\_\_
- Are you currently employed?  Yes  No If so, may we contact your present employer?  Yes  No
- Referral Source:  
Advertisement Where? \_\_\_\_\_  
Friend/Relative Who? \_\_\_\_\_  
Employment Agency Where? \_\_\_\_\_  
Other \_\_\_\_\_
- Do any of your immediate relatives work at this location?  Yes  No Who? \_\_\_\_\_

**PERSONAL INFORMATION**

NAME \_\_\_\_\_  
Last First Middle

ADDRESS \_\_\_\_\_  
Street City State Zip

PHONE \_\_\_\_\_

EMAIL ADDRESS \_\_\_\_\_

In case of accident or emergency, please notify:

\_\_\_\_\_  
Name Address Phone Number

- Are you legally eligible to work in the United States on an unrestricted basis?  Yes  No
  - Are you available to work:  Full Time  Part Time  Days  Evenings  Nights  Saturdays  Holidays
  - Are you under 18 years of age?  Yes  No If yes, what is your birth date? \_\_\_\_\_
  - Have you ever been convicted of a crime?  Yes  No  
If yes, describe in full, including date(s) *Conviction will not automatically disqualify applicant from employment* \_\_\_\_\_
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• Do you have any reason to believe that you could not perform the essential tasks of the job for which you are being considered with or without reasonable accommodation?  Yes  No If yes, please explain \_\_\_\_\_

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*Employment discrimination is prohibited on the basis of a disability as that term is defined by federal law.*

**REFERENCES**

Give name, address, and phone number of three references not related to you.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**EMPLOYMENT EXPERIENCE**

List each job held. Start with your present or last job. Include military service assignments and volunteer activities. If you need additional space, please continue on a separate sheet of paper.

Date	Name, Address and Phone Number of Employer	Hourly Rate or Salary <i>Starting/Final</i>	Job Title – Work Performed	Supervisor	Reason for Leaving
From/To					
From/To					
From/To					

What other experiences, special skills, and qualifications acquired from employment would especially prepare you for work with our company? \_\_\_\_\_

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## EDUCATION

Please circle years completed and list the name of schools you attended.

Elementary School / Years Completed    5 6 7 8 Name: \_\_\_\_\_

High School / Years Completed    9 10 11 12 Name: \_\_\_\_\_

College / University / Years Completed    1 2 3 4

Name: \_\_\_\_\_ Degree: \_\_\_\_\_

Graduate / Professional Years Completed    1 2 3 4

Name: \_\_\_\_\_ Degree: \_\_\_\_\_

List other pertinent information concerning scholastic performance including honor societies, scholarships, awards, and other academic accomplishments. *You may exclude those that indicate race, color, religion, sex, national origin, age, marital status, disability or veteran status.*

Describe specialized training, licenses/certifications, apprenticeship skills, and extra-curricular activities

### APPLICANT'S STATEMENT

"I understand and agree that, if I am employed by Dutchman Hospitality, my employment is entirely "at will," which means neither are guaranteed for any definite period of time, and that my employment can be modified or terminated, with or without cause, and regardless of the date of payment of my wages and salary, and with or without prior notice at any time, at the option of either the Company or myself. I understand and agree that Dutchman Hospitality reserves the right to establish and/or change any of the terms or conditions of any aspect of my employment, including my compensation, at its discretion at anytime with or without notice. I understand and agree that no other oral or written agreements of any kind pertaining to the terms of my employment and/or my compensation exist outside of this Agreement, and if I believe that any such previous agreements between any Company representative and myself have been made, **I agree they are superseded by the contents of this Agreement.** I understand and agree that no representative of the Company, other than the President, the Chairman of the Board, or the Board of Directors as a whole, have any authority to enter into any other agreement or with me or provide me with any assurances relating to any aspect of my employment with Dutchman Hospitality, except that the above-mentioned officials of the Company may do so in writing, although the terms of that Agreement cannot contradict the contents of this one. The terms of this Agreement will supersede all others.

I understand that if I am offered employment by Dutchman Hospitality, and if I accept that offer, this document will serve as the only and primary Agreement between Dutchman Hospitality, its representative and myself. I also agree that \$1.00 of the wages I am paid when I report to work on my first day of employment will serve as sufficient consideration to bind this Agreement.

I authorize the Company to investigate my background, qualifications and/or any other information from whomever it deems appropriate. I also authorize anyone contacted by Dutchman Hospitality as part of its investigation to release any information they have regarding me or my employment to Dutchman Hospitality or its representatives. I also release all parties from all liability for any damage that may result from furnishing this information to Dutchman Hospitality. Further, I release Dutchman Hospitality from all liability for any information it might deem appropriate to lease regarding me and my employment in the future.

I further agree to take any lawful medical examination, chemical, drug or alcohol test upon request by Dutchman Hospitality at its sole discretion as a condition of my employment, or, if I am hired, as a condition of my continued employment at any time as deemed appropriate by Dutchman Hospitality. I agree that my refusal to take any such examinations or tests immediately upon request may be cause for my not being hired or, if I am hired, may be cause for the immediate termination of my employment. I hereby release all persons or companies conducting such examinations from all liability.

I also certify that the facts contained in this application are true and complete to the best of my knowledge and understanding that if I am employed, any statements I have falsified on this Application shall be grounds for dismissal. I further certify that I have read all of the foregoing, understand the same and do hereby voluntarily agree to all of the provisions contained herein."

### READ CAREFULLY BEFORE SIGNING

*"I agree that any claim or lawsuit relating to my service with Dutchman Hospitality Group, Inc. or any of its subsidiaries must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or lawsuit. I waive any statute of limitations to the contrary."*

If you are hired, this employment application will become part of your official employment record.

\_\_\_\_\_  
*Applicant's Signature*

\_\_\_\_\_  
*Date*

**As a part of the application process, we would like you to answer the following questions. Please include your answers along with your completed application form.**

What was the best job you've ever had? Why did you like it so much? \_\_\_\_\_

\_\_\_\_\_

What was your least favorite job? What did you NOT like about it? \_\_\_\_\_

\_\_\_\_\_

Who was the best supervisor or manager you've had? What characteristics made that person a good manager? \_\_\_\_\_

\_\_\_\_\_

Think of the WORST supervisor or manager you've had. What characteristics made that person a POOR manager? \_\_\_\_\_

\_\_\_\_\_

What are your greatest strengths? \_\_\_\_\_

\_\_\_\_\_

As your skills and abilities relate to your work experiences, what are the areas for improvement?

\_\_\_\_\_

What traits or characteristics do you most admire in co-workers?

\_\_\_\_\_

If you won five million dollars in the lottery, would you choose to work? What would you do with your time?

\_\_\_\_\_

\_\_\_\_\_

What was the funniest thing that ever happened to you at work? \_\_\_\_\_

\_\_\_\_\_

Imagine you have just completed a sale and a customer you are assisting is rude and impatient. How do you respond?

\_\_\_\_\_

\_\_\_\_\_

Signature of Applicant \_\_\_\_\_

Date \_\_\_\_\_