

List below all present and past employment, beginning with your most recent

Name and Address of Company and Type of Business	From		To		Describe the work you did	Weekly Starting Salary	Weekly Last Salary	Reason for Leaving	Name of Supervisor
	Mo	Yr	Mo	Yr					
Telephone									

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	Mo	Yr	Mo	Yr					
Telephone									

PERSONAL REFERENCES (Not Former Employers or Relatives)

Name and Occupation	Address	Phone Number

ALL PERSONS HIRED ARE SUBJECT TO A 90 DAY TRIAL PERIOD

As a part of the Company's continuing affirmative action efforts and pursuant to the guidelines on sex discrimination issued by the Equal Employment Opportunity Commission, the Company endorses the following policy

- 1 It is illegal and against the policies of this Company for any employee, male or female, to sexually harass another employee by (a) making unwelcomed sexual advances or requests for sexual favors or other verbal or physical conduct of a sexual nature, a condition of an employee's continued employment, or (b) making submission to or rejections of such conduct the basis for employment decisions affecting the employee, or (c) creating an intimidating, hostile or offensive working environment by such conduct.
- 2 Any employee who believes he or she has been the subject of sexual harassment should report the alleged act immediately, (within 48 hours after the alleged harassment occurs) to Fred Hoffmann, Jim Earley or Judy Diller in the Corporate Office. An investigation of all complaints will be undertaken immediately. Any supervisor, agent or other employee who has been found by the Company after appropriate investigation to have sexually harassed another employee will be subject to appropriate sanctions depending on the circumstances, from a warning in his or her file up to and including termination. The Company recognizes that the question of whether a particular action or incident is a purely personal, social relationship without a discriminatory employment effect requires a factual determination based on all facts in this matter. Given the nature of this type of discrimination, the Company recognizes also the false accusations of sexual harassment can have serious effects on innocent women and men. We trust that all employees of the Company will continue to act responsibly to establish a pleasant working environment free of discrimination. The Company encourages any employee to raise questions he or she may have regarding discrimination or affirmative action with the Company's Personnel Office.

I have read and understand the application and I hereby give permission to contact the employers listed above concerning my prior work experience

Signed _____

If there is a particular employer (s), you do not wish us to contact, please indicate which one (s). _____

PLEASE READ AND SIGN BELOW

The facts set forth in my application for employment are true and complete. I understand that if employed, any false statement on this application may result in my dismissal. I further understand that this application is not and is not intended to be a contract of employment, nor does this application obligate the employer in any way if the employer decides to employ me. I understand and agree that my employment is at-will and can be terminated by either party with or without notice, at any time, for any reason or no reason. No one other than an officer of the Company has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing and then only in a writing signed by an officer. You are hereby authorized to make any investigation of my personal history and financial and credit record through any investigative or credit agencies or bureaus of your choice.

In making this application for employment I authorize you to make an investigative consumer report whereby information is obtained through personal interviews with my neighbors, friends, or others with whom I am acquainted. This inquiry, if made, may include information as to my character, general reputation, personal characteristics and mode of living. I understand that I have the right to make written request within a reasonable period of time to receive additional, detailed information about the nature and scope of any such investigative report that is made.

STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY: This firm is an equal opportunity employer. All applicants for employment are considered without regard to race, color, age, sex, religion, national origin, marital status, physical or mental disability, status as a military reservist or veteran, or other protected status defined by federal, state, or local laws.

This company hereby notifies all tipped employees that you will receive an hourly wage less than the state and federal minimum wage because your tips are being used to make up the difference between the wage you receive and the full state and federal minimum wage. You are also required by this state, the federal government, and this company to report to this company and the state and the federal government 100% of your tip income. Failure to report 100% of your tip income is a criminal offense and subject to prosecution. Please feel free to ask a manager if you do not understand.

I have read the above information about tip credit and tip reporting for tipped employees and I fully understand.

Signature of Applicant

To Applicant: READ THIS INTRODUCTION CAREFULLY BEFORE ANSWERING ANY QUESTIONS IN THIS BLOCKED-OFF AREA. The Civil Rights Act of 1964 prohibits discrimination in employment because of race, color, creed, religion, sex or national origin. Federal law also prohibits other types of discrimination such as age and citizenship. The laws of most States also prohibit some or all of the above types of discrimination as well as some additional types such as discrimination based upon ancestry, marital status or physical or mental handicap or disability. The Fair Credit Reporting Act imposes restrictions with respect to credit data.

DO NOT ANSWER ANY QUESTION CONTAINED IN THIS BLOCKED-OFF AREA UNLESS THE EMPLOYER HAS CHECKED THE BOX NEXT TO THE QUESTION, thereby indicating that for the position for which you are applying the requested information is needed for a legally permissible reason, including, without limitation, national security requirements, a bona fide occupational qualification or business necessity.



How long have you lived at present address? _____

Previous address _____ No. _____ Street _____ City _____ State _____ Zip _____ How long did you live there? _____

Are you over the age of eighteen? _____ If no, hire is subject to verification that you are of minimum legal age.

How do you wish to be addressed? Mr. _____ Mrs. _____ Miss _____ Ms. _____

Sex: M _____ F _____ Height: _____ ft. _____ in. Weight: _____ lbs.

Marital Status: Single _____ Engaged _____ Married _____ Separated _____ Divorced _____ Widowed _____

Date of Marriage _____ Number of dependents including yourself _____ Are you a citizen of the U.S.A.? _____

What is your present Selective Service classification? _____

Are you a Vietnam veteran? _____

Indicate dates you attended school:

Elementary _____ From _____ To _____ High School _____ From _____ To _____ College _____ From _____ To _____

Other (Specify type of school) _____ From _____ To _____

Have you ever been bonded? _____ If yes, on what jobs? _____

Have you ever been convicted of a crime, excluding misdemeanors and summary offenses, in the past ten years which has not been annulled or expunged or sealed by a court? _____ If yes, describe in full _____

Have you received compensation for injuries? _____ If yes, describe _____

List any friends or relatives working for us, other than spouse _____ Name(s) _____

Employer may list other bona fide occupational questions on lines below:

**APPLICANT—Do not write on this page
FOR INTERVIEWER'S USE**

INTERVIEWER	DATE	COMMENTS

FOR TEST ADMINISTRATOR'S USE

TESTS ADMINISTERED	DATE	RAW SCORE	RATING	COMMENTS AND INTERPRETATION

REFERENCE CHECK

*Position Number	RESULTS OF REFERENCE CHECK	*Position Number	RESULTS OF REFERENCE CHECK
I		IV	
II			
III			

*See Page 2

This "Application for Employment" is prepared for general use throughout the United States. Our legal counsel has advised us that the material outside the colored blocked-off area complied with all Federal and State fair employment practice laws and with the Fair Credit Reporting Act. However, the various fair employment practice laws and related statutes and the interpretations of them change frequently, and neither V W Eimicke Associates, Inc. nor its counsel assume any responsibility for the inclusion in this "Application for Employment" of any questions that may violate local and/or State and/or Federal laws. Users should consult their counsel about any legal question they may have with respect to the use of this form.