



**WABEEK COUNTRY CLUB
APPLICATION FOR EMPLOYMENT**

READ THIS APPLICATION THOROUGHLY BEFORE COMPLETING. FOR THIS APPLICATION TO BE CONSIDERED, YOU MUST FILL IN ALL INFORMATION. PLEASE PRINT CLEARLY. BE SURE TO EXECUTE ALL AREAS OF THIS APPLICATION WHERE YOUR SIGNATURE IS REQUIRED.

DO NOT REMOVE THIS APPLICATION FROM THE PREMISES; THE APPLICATION MUST BE FILLED OUT AT THE CLUB.

Notice to Applicants: Federal and State law require that all applicants be considered without regard to race, religion, color, sex, age or national origin. We believe in and fully support the principles of Equal Employment Opportunity and the Americans with Disabilities Act and will fulfill our obligation to the fullest.

Personal Information

Date: _____

Social Security #: _____ **Telephone #:** _____

Name: _____
(Last) (First) (Middle)

Current Address: _____
(Number) (Street)

(City) (State) (Zip)

IF LESS THAN ONE YEAR AT CURRENT ADDRESS:

Previous Address: _____
(Number) (Street)

(City) (State) (Zip)

(General Information)

Position Applying for: _____

If applying for Part Time, specify hours and days available:

Sun: _____ Mon: _____ Tues: _____

Wed: _____ Thu: _____ Fri: _____

Sat: _____

The job for which you are applying may require you to work on Saturdays, Sundays, Holidays and evenings. Are you willing to work such a schedule? () Yes () No

Expected Starting Rate: \$ _____ (per hour) \$ _____ (per week)

How did you hear of this position? _____

Have you worked with Wabeek Country Club in the past? () Yes () No

If yes, when and how long were you employed? _____

Please list skills which qualify you for the position you are applying for: _____

Friends and/or Relatives working at Wabeek Country Club: _____

Have you ever been convicted of a felony? () Yes () No

If yes, list convictions and dates: _____

Educational History

Name of High School: _____ Years Completed: _____

Name of College: _____ City: _____ State: _____

Years Completed: _____ Bachelors: _____ Masters: _____

Military

Branch: _____ Years Completed: _____ Rank: _____

List any specialized training, additional schooling or equipment experience you have received which is applicable to the work you are applying for: _____

Personal References

Minimum of 3 references required; do not list any relatives

Name	Relationship	Phone
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

Current & Previous Employment

Please list beginning with your most current employer

1. Company Name: _____
Address: _____
Phone: _____ Position: _____
What was the reason you were separated from this employer?
() Voluntary Quit () Discharge for Cause () Lack of Work
Supervisor's Name and Title: _____
May we contact? () Yes () No
2. Company Name: _____
Address: _____
Phone: _____ Position: _____
What was the reason you were separated from this employer?
() Voluntary Quit () Discharge for Cause () Lack of Work
Supervisor's Name and Title: _____
May we contact? () Yes () No
3. Company Name: _____
Address: _____
Phone: _____ Position: _____
What was the reason you were separated from this employer?
() Voluntary Quit () Discharge for Cause () Lack of Work
Supervisor's Name and Title: _____
May we contact? () Yes () No

PLEASE READ AND SIGN BELOW

“At Will” Employment Doctrine

I am aware that this application does not in any way constitute a contract or agreement of any kind. I agree, and I am fully aware that if I am employed, my employment and my compensation may be terminated at any time, with or without reason and/or with or without prior notice by either myself or this employer. I am aware that no supervisor, manager or other representative of this employer other than the General Manager, President or Club Owner has any authority to enter into any employment agreement with me for any reason or for any specific period of time, or to make any agreement contrary to the foregoing provisions; and further, that any such agreement must be made in writing by the General Manager, President or Club Owner. I submit that the information provided by me in this application for employment is true and complete. I am aware that if I am employed any false, missing or even misleading statements may be considered as reason for possible discipline up to and including immediate discharge.

Pre-Employment Testing

As an applicant of this Club, I am fully aware and I completely understand that the Department of Labor permits non-remunerated pre-employment testing. I am aware and agree that I may be reviewed and tested and not paid for any review/test period required by this Club. I am also aware, I agree and I understand that I am not an employee of this Club during this review/testing period and that I am not performing work or services in any way. If, and only if, I have been determined to have passed my pre-employment review/testing period and tasks, as solely determined by management, then and only then, will I be considered an employee and my remuneration begins at that time.

Signature of Applicant

Date

Time

Name of Applicant (Please Print)

Name of Club:
Wabeek Country Club

Witness

**NOTICE OF AND RELEASE FOR SUBSTANCE ABUSE
TESTING AND PHYSICAL EXAMINATION**

Part 1 of 2

SUBSTANCE ABUSE POLICY

It is essential that all employees be alert and in full possession of their faculties when working. Substance abuse testing may be necessary to protect the safety of our work force, our work place and the public. Impairment caused by drugs may cause permanent injury or death. The purpose of this Substance Abuse Testing Policy is to prevent accidents and casualties in Club operations that result from impairment of employees caused by illegal drugs and controlled substances and to maintain high standards of conduct, safety and job performance.

NOTICE OF SUBSTANCE ABUSE TESTING

All individuals who apply and are being considered for employment with our Club may be tested for substance abuse before hire. Applicants may not be hired until after the successful completion of possible testing for substance abuse. Any substance abuse testing will be by urine and/or blood sample. If the first test is positive for any drug use, the sample will be tested a second time by another reliable method that is specific for the substance detected. Prior to the test, you will have an opportunity to provide information about all drugs and/or medication you have recently taken.

If for any reason applicants refuse to be tested and withdraw their application for employment, the reason for the applicant's decision will remain confidential.

RELEASE AND WAIVER OF ALL LIABILITY FOR SUBSTANCE ABUSE TESTING

I ("undersigned") have read, I am aware of and I understand the Club's policy on substance abuse testing. I further am aware and understand that I may be required to provide a urine and blood sample for testing. I give my free and voluntary consent to the substance abuse testing and to the release of all test results and other information to the Club.

In signing this statement, and in consideration of the right to be an applicant for hire with the Club, I, for myself, personal representatives, assigns and heirs, hereby release and hold harmless (including attorney fees) the Club, its successors, assigns, subsidiaries and affiliates, officers, directors, agents and employees from any and all liability for injuries to person, property, or reputation suffered by me as a result of any possible substance abuse test(s) and as a result of the release of the test results and other medical information to the Club.

Part 2 of 2

