



FRESH • LOCAL • SUSTAINABLE

**THE HOLLAND INC. /BURGERVILLE
MANAGEMENT EMPLOYMENT APPLICATION
EQUAL OPPORTUNITY EMPLOYER**

■ **An Equal Opportunity Employer**

We do not discriminate on the basis of race, religion, color, national origin, ancestry, sex, sexual orientation, age, physical or mental disability, marital status, gender identity, workers compensation or veteran status or any other reason prohibited by applicable nondiscrimination law. It is our intention that all applicants be given equal opportunity and that selection decisions are based on job related factors. Any person needing reasonable accommodation in the application process should contact Human Resources.

■ **Instructions**

Each question should be fully and accurately answered. No action can be taken on this application until all questions have been answered. Use blank paper if you do not have enough room.

Name _____ Date _____ E-Mail _____

Address _____

City _____ State _____ Zip _____

Phone # _____ Alternative # _____

How did you hear about career opportunities at The Holland/Burgerville?

- On line Ad Came in as a guest Employee Referral/Former Employee Career Fair
- BV Website Hiring Banner Healthcare Media/Marketing

Why do you want to work for The Holland/Burgerville? _____

Position you are applying for? General Manager Assistant Manager

When would you be available to start work? _____

What are your minimum and maximum hour requirements? Minimum _____ Maximum _____

What shifts are you able to work? (Please check all that apply)

- Days Nights Weekends

Please list your daily availability:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

WORK EXPERIENCE

List your last 10 years of employment with the most recent first; explain any periods of unemployment.

Employer and Location	Supervisor's Name/Contact information	From To	Title and Responsibilities	Salary Start/Finish	Reason for Leaving

Professional Work Related References

Name	Contact Information

- May we contact your current supervisor? (Yes / No)
- Would any of your previous employers refuse to hire you again? (Yes / No)
- Have you ever quit a job without giving at least 2 weeks notice? (Yes / No)
- Are you willing to relocate? (Yes / No)
- Do you have a valid driver's license and a vehicle? (Yes / No)
- Do you have a food handler's card and/or Serve Safe certificate? (Yes / No)
- Are you 18 years of age or older? (Yes / No)
- Can you provide legal documentation establishing your identity and eligibility to be legally employed in the United States? (Yes / No)

-As a condition of employment with Holland, if you are offered employment, are you willing to undergo a criminal background, credit check and employment reference check? (Yes / No)

-As a condition of employment with Holland, if you are offered employment, are you willing to submit to a pre-employment drug screening test? (Yes / No)

-Are you able to perform the essential functions of the job for which you are applying with or without reasonable accommodation? (Yes / No)

-During the past 7 years, have you ever been convicted of a crime, felony or misdemeanor, excluding minor traffic violations? _____ If yes, explain. _____

A conviction will not necessarily bar you from employment.

-How often did you miss work with your past employers? Monthly: 0-3 times 4-6 times 6+ times

-List any disciplinary actions you received within the last 12 months _____

-Have you previously applied for employment Holland/Burgerville? (Yes / No)

-Have you ever been employed with Holland/Burgerville? (Yes / No)

-Do you know anyone who currently or used to work for Holland/Burgerville? (Yes / No)

Please indicate your highest level of restaurant management experience:

- Hourly staff
- Shift Manager
- Assistant Manager
- General Manager
- Multi Unit Manager
- N/A

Please indicate the industry segments in which you have had management experience:

- Fast Food / Casual Dining
- Full Service / Fine Dining
- Hotel
- Contract Food Service
- Other

EDUCATION

School	City, State	Major Course of Study Diploma/Degrees Received	GPA

Do you plan to continue your schooling? (Yes/No) When? _____

JOB RELATED SKILLS & QUALIFICATIONS

Special Training	Dates	Content

Initial and sign

_____ I certify that the answers given by me to the foregoing questions and during any interviews are true and correct without consequential omissions, and understand that, if employed omissions and/or false statements on this application or during the interview process may result in dismissal and forfeiture of related benefits. The employment application is used to notify me that the nature and scope of an investigation could include such general identification information as residence verification and as applicable, information concerning my employment, education, general reputation, character, personal characteristics and habits.

_____ I hereby acknowledge notification, in compliance with the Fair Credit Reporting Act, that The Holland, Inc. may request to procure information regarding my character, general reputation, personal characteristics, or mode of living. Information developed from such a report will be considered in evaluating my employment application or continued employment. I authorize investigation of all information provided during the application process and any references to give you any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release from all liability or responsibility this Company, its agents and all persons, companies or corporations providing information to the Company about me.

_____ I understand that my relationship with the company is at will and for an unspecified term and the company and I each have the right to terminate the employment relationship at any time with or without cause. This at-will employment relationship may not be modified by any oral or implied agreement or by a person, statement, act, series of events or pattern of conduct. I understand that any job offer that may be extended to me will be contingent upon the successful completion of a drug test and background check. I have had an opportunity to have my questions about this statement's content and intent answered and understand its terms.

Signature of Applicant _____ Date _____