



# APPLICATION FOR EMPLOYMENT

## AN EQUAL OPPORTUNITY EMPLOYER

In order for you to be considered for employment, this application must be filled out in its ENTIRETY.  
All statements made by applicants for employment on this application form will be checked for accuracy.

Name (Print in Ink)		Today's Date	
Current Address			
Previous Address		E-mail address	
Social Security Number		Work Phone No	Alternate Phone No
Position(s) applying for (Must check specific position listed to be considered) <input type="checkbox"/> Server <input type="checkbox"/> Host <input type="checkbox"/> Bartender <input type="checkbox"/> Busser <input type="checkbox"/> Baker <input type="checkbox"/> Line Cook <input type="checkbox"/> Production <input type="checkbox"/> Utility <input type="checkbox"/> Alley Coordinator		Home Phone No	Cellular Phone No
		Did someone refer you to apply for this position? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, who?	
Are you over the age of 18? <input type="checkbox"/> Yes <input type="checkbox"/> No If you are applying for a server or bartender position, do you meet the legal state age requirement to serve alcohol? <input type="checkbox"/> Yes <input type="checkbox"/> No		Do you have the legal right to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No It is the policy of this employer to hire only United States Citizens or individuals authorized to work in the United States. All employees must verify employment eligibility prior to beginning work.	
Date you are available to start employment	How many hours per week do you expect to work?	Expected Hourly Rate	Expected Weekly Earnings

Relatives Employed by Darden: Name: \_\_\_\_\_ Location: \_\_\_\_\_ Relationship: \_\_\_\_\_  
 (Relatives employed by Darden will not necessarily exclude you from employment but will be considered for job placement to avoid a direct supervisory relationship between relatives)

**Work Schedule Availability**  
 What shifts/hours are you available to work? Shifts start as early as 7AM and end as late as 2AM (please list start & end times in each Lunch & Dinner shift box)

Shift	MON	TUES	WED	THUR	FRI	SAT	SUN
Lunch	to	to	to	to	to	to	to
Dinner	to	to	to	to	to	to	to

Are you willing to work a split shift?  Yes  No  
 Are you willing to work holidays / weekends?  Yes  No  
 Are you willing to stay late in an emergency?  Yes  No  
 Is your schedule flexible so you can attend training?  Yes  No

Education	Name and location of school	Last year completed	Courses majored in	Graduate? List Degrees.
High School		9 10 11 12		Diploma: <input type="checkbox"/> Yes <input type="checkbox"/> No
College		1 2 3 4		
Other				

Have you been convicted of a felony, or been incarcerated in connection with a felony, in the past 10 years? (You do not have to disclose any convictions that have been annulled, expunged, erased, pardoned, or sealed by a court. Applicants in Massachusetts - Do not answer this question and see additional disclosures on back. Applicants in Connecticut and California, please see disclosures on back of application.) A conviction will not necessarily exclude you from employment.  Yes  No

If you answered "Yes," please explain \_\_\_\_\_

### Work History – List your last 3 jobs. Please fill out all information completely

	Current or Most Recent Job	Previous Job	Previous Job
Company Name			
Company Address			
Company Phone Number			
Name and Title of Immediate Supervisor			
Job Title / Position			
Dates of Employment	_____/_____/_____ Month/Year to Month/Year	_____/_____/_____ Month/Year to Month/Year	_____/_____/_____ Month/Year to Month/Year
Reason for Leaving			
May we contact this employer	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Rate of Pay	\$ _____ \$ _____ Starting Wage Ending Wage	\$ _____ \$ _____ Starting Wage Ending Wage	\$ _____ \$ _____ Starting Wage Ending Wage

MILITARY EXPERIENCE (If applicable)	Skills Acquired
VOLUNTEER EXPERIENCE, List Activities & Skills Acquired: (Exclude activities relating to race, religion, color, ancestry, age, national origin, gender and disability)	
Are you presently or have you ever been, employed by; any Darden restaurant, including LongHorn Steakhouse, Red Lobster, Olive Garden, Bahama Breeze, The Capital Grille, Seasons 52, the Darden Support Center, Smokey Bones or China Coast. <input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, state restaurant, location, dates of application or employment and reason for leaving.	
Are you presently or have you ever submitted an application for employment at any Darden restaurant, including LongHorn Steakhouse, Red Lobster, Olive Garden, Bahama Breeze, The Capital Grille, Seasons 52, or the Darden Support Center. <input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Special Employment Notices (Please read carefully before signing below)</b>	
I understand that Red Lobster, Olive Garden, LongHorn Steakhouse, Bahama Breeze, Seasons 52 and The Capital Grille, are owned and operated by several subsidiaries of Darden Restaurants, Inc. (the "Darden Companies").	
Initial _____	
The Darden Companies do not discriminate in hiring or employment on the basis of race, color, religion, sex, national origin, ancestry, age (as defined by applicable law), legally recognized handicap, or veteran status. The Darden Companies are subject to the provisions of the resident state's Workers' Compensation Act and provides all staff members with coverage.	
Initial _____	
I understand that the Darden Companies, including Red Lobster, Olive Garden, LongHorn Steakhouse, Bahama Breeze, Seasons 52 and The Capital Grille, have in place a Dispute Resolution Process (DRP), and I further acknowledge and agree that if I am offered and accept employment, any dispute between me and any of the Darden Companies relating to my employment and/or my separation from employment, shall be submitted within one (1) year of the day which I learned of the event and shall be resolved pursuant to the terms and conditions of the DRP.	
Initial _____	
<b>Statement</b>	
I certify the facts set forth in my application are true and complete. I understand and agree that, if employed, any misrepresentation, false statements, or omission of facts on this application may result in dismissal. I authorize the Darden Companies to check all personal and employment references and to verify all information I have included on this application form.	
I understand and agree that this application, policies, practices and procedures, and all other communication distributed to me by the Darden Companies do not constitute or supplement any contract of employment. If I am hired, I understand and agree that all benefits, policies, and procedures may be changed by the Darden Companies at any time, with or without notice. I further understand and agree that I have the option to terminate my employment relationship with the Darden Companies, with or without cause and without notice at any time, and that the Darden Companies retain a similar right.	
I understand and agree that this application will be kept on active file for 30 days from the date completed, after which time I would have to reapply in accordance with established company procedures. However, I understand and agree that the agreement to submit eligible disputes to the DRP does not terminate after 30 days and applies to my entire length of employment.	
Initial _____	
<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> <div style="text-align: center;">Signature of Applicant</div>	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> <div style="text-align: center;">Date</div>
<b>Massachusetts:</b> Do not answer any question on this application related to your criminal history. Through the rest of the application process, if you have a sealed record on file with the commissioner of probation, you may answer 'no record' with respect to an inquiry relative to prior arrests, criminal court appearances, or convictions. In addition, you may answer 'no record' with respect to any inquiry relative to prior arrests, court appearances, and adjudications in all cases of delinquency as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution.	
<b>Connecticut:</b> You are not required to disclose the existence of any arrest, or criminal charge or conviction, the records of which have been erased pursuant to section 46(b)-146, 54-76o or 54-142a of the Connecticut General Statutes. Criminal records subject to erasure pursuant to section 46b-146, 54-76o or 54-142a are records pertaining to a finding of delinquency or that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that has been dismissed or annulled, a criminal charge for which the person has been found not guilty, or a conviction for which the person received an absolute pardon. Any person whose criminal records have been erased pursuant to section 46(b)-146, 54-76o or 54-142a shall be deemed to have never been arrested within the meaning of the general statutes with respect to the proceedings so erased and may so swear under oath.	
<b>California:</b> You do not have to disclose any marijuana related convictions that are more than 2 years old.	
<b>Maryland:</b> UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND ANY APPLICANT FOR EMPLOYMENT OR PROSPECTIVE EMPLOYMENT, OR ANY EMPLOYEE, TO SUBMIT OR TAKE A POLYGRAPH DETECTOR OR SIMILAR TEST OR EXAMINATION AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. ANY EMPLOYER WHO VIOLATES THIS PROVISION IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT TO EXCEED \$100.	