

APPLICATION FOR EMPLOYMENT

UTAH

Position Desired: _____ [] Part time [] Full time Date _____

Name (Please Print) _____
Last First Middle

Present Address _____
Street and Number City State How long have you lived there? _____
 Years Months

Previous Address _____
Street and Number City State How long did you live there? _____
 Years Months

Telephone Number (____) _____ **Email address:** _____

Have you ever worked for Willow Creek Country Club before? [] Yes [] No

If yes, please give the dates and position(s): _____

RECORD OF PREVIOUS EMPLOYMENT

Please list the names of your present or previous employers in chronological order with the present or last employer listed first. Be sure to account for all periods of time. If self-employed, give firm name and supply business references. (Add additional page if necessary.)

Present or Last Employer _____ Address _____ City, State, Zip Code _____ Telephone _____	<u>Employed</u> From (mo/yr) _____ To (mo/yr)	<u>Pay</u> Start \$ _____ Final \$	<u>Your Title or Position</u> _____ <u>Name and Title of</u> <u>Last Supervisor</u>	<u>Exact Reason for Leaving</u>
Present or Last Employer _____ Address _____ City, State, Zip Code _____ Telephone _____	<u>Employed</u> From (mo/yr) _____ To (mo/yr)	<u>Pay</u> Start \$ _____ Final \$	<u>Your Title or Position</u> _____ <u>Name and Title of</u> <u>Last Supervisor</u>	<u>Exact Reason for Leaving</u>
Present or Last Employer _____ Address _____ City, State, Zip Code _____ Telephone _____	<u>Employed</u> From (mo/yr) _____ To (mo/yr)	<u>Pay</u> Start \$ _____ Final \$	<u>Your Title or Position</u> _____ <u>Name and Title of</u> <u>Last Supervisor</u>	<u>Exact Reason for Leaving</u>

Present or Last Employer _____ Address _____ City, State, Zip Code _____ Telephone	<u>Employed</u> From (mo/yr) _____ To (mo/yr)	<u>Pay</u> Start \$ _____ Final \$ _____	<u>Your Title or Position</u> _____ Name and Title of <u>Last Supervisor</u>	<u>Exact Reason for Leaving</u>
Present or Last Employer _____ Address _____ City, State, Zip Code _____ Telephone	<u>Employed</u> From (mo/yr) _____ To (mo/yr)	<u>Pay</u> Start \$ _____ Final \$ _____	<u>Your Title or Position</u> _____ Name and Title of <u>Last Supervisor</u>	<u>Exact Reason for Leaving</u>

Have you ever been terminated or asked to resign from any job? [] Yes [] No If Yes, please explain circumstances: _____

Please explain fully any gaps in your employment history: _____

May we contact your current employer? [] Yes [] No. If No, please explain: _____

Please indicate any actual experience, special training and qualifications you have which you feel is relevant to the position for which you are applying. _____

Is any additional information relative to a different name necessary to enable a check on your work and educational record? If yes, please explain: _____

If hired, can you furnish proof that you are over 18 or 21 years of age, depending on job hired for? [] Yes [] No

Are you capable of satisfactorily performing the essential job duties, with or without reasonable accommodation, required to the position for which you are applying? [] Yes [] No

Do you have adequate transportation to and from work? [] Yes [] No

Are you currently a Registered Sex Offender? [] Yes [] No If yes, in which state are you registered? _____.

EDUCATION

School Name	Years Completed (Circle)	Diploma/Degree	Describe Course of Study or Major	Describe Specialized Training, Experience, Skills and Extra-Curricular Activities
Elementary:	4 5 6 7 8			
High School:	9 10 11 12			
College/University:	1 2 3 4			
Graduate/Professional:	1 2 3 4			
Trade or Correspondence:				
Other:				

PERSONAL REFERENCES

Please list persons who know you well – **not** previous employers or relatives

Name	Occupation	Address (Street, City and State)	Telephone Number	Number of Years Known

THIS APPLICATION WILL BE CONSIDERED ACTIVE FOR A MAXIMUM OF THIRTY (30) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY.

I CERTIFY THAT ALL OF THE INFORMATION THAT I HAVE PROVIDED ON THIS APPLICATION IS TRUE AND ACCURATE.

_____ Date

_____ Signature of Applicant

APPLICANT'S STATEMENT & AGREEMENT

In the event of my employment to a position in Willow Creek Country Club, I will comply with all rules and regulations of the Willow Creek Country Club. I understand that **in the event of an on-the-job injury** Willow Creek Country Club reserves the right to require me to submit to a **post-accident** test for the presence of **drugs or alcohol** in my system.

I understand that Willow Creek Country Club may investigate my driving record and my criminal record. I further understand that Willow Creek Country Club may contact any previous employers and I authorize those employers to disclose to Willow Creek Country Club all records and information pertinent to my employment with them. In addition to authorizing the release of any information regarding my employment, I hereby fully waive any rights or claims I have or may have against my former employers, their agents, employees and representatives, as well as other individuals who release information to Willow Creek Country Club, and release them from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable to me.

I also acknowledge that Willow Creek Country Club utilizes a system of alternative dispute resolution that involves binding arbitration to resolve all disputes that may arise out of the employment context. Because of the mutual benefits (such as reduced expense and increased efficiency) which private binding arbitration can provide both Willow Creek Country Club and myself, both Willow Creek Country Club and I agree that any claim, dispute, and/or controversy (including, but not limited to, any claims of discrimination and harassment, whether they be based on the Utah Anti-Discrimination Act, Title VII of the Civil Rights Act of 1964, as amended, as well as all other state or federal laws or regulations) that either I or Willow Creek Country Club (or its owners, directors, officers, managers, employees, agents, and parties affiliated with its employee benefit and health plans) may have against the other which would otherwise require or allow resort to any court or other governmental dispute resolution forum arising from, related to, or having any relationship or connection whatsoever with my seeking employment with, employment by, or other association with Willow Creek Country Club, whether based on tort, contract, statutory, or equitable law, or otherwise (with the sole exception of claims arising under the National Labor Relations Act which are brought before the National Labor Relations Board, claims for medical and disability benefits under Workers' Compensation, and Unemployment Compensation claims filed with the state shall be submitted to and determined exclusively by binding arbitration under the Federal Arbitration Act, in conformity with the procedures of the Utah Arbitration Act ("UAA") (Utah Code Annotated, Title 78, Chapter 31a), including any and all of the UAA's mandatory and permissive rights to discovery. However, in addition to requirements imposed by law, an arbitrator herein shall be a retired Utah District Court Judge and shall be subject to disqualification on the same grounds as would apply to a judge of such court. To the extent applicable in civil actions in United States District Courts, the following shall apply and be observed: the rules of pleading all rules of evidence, all rights to resolution of the dispute by means of motions for summary judgment, judgment on the pleadings. Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded, and the arbitrator may not invoke any basis (including, but not limited to, notions of "just cause") other than such controlling law. The arbitrator shall have the immunity of a judicial officer from civil liability when acting in the capacity of an arbitrator, which immunity supplements any other existing immunity. Likewise, all communications during or in connection with the arbitration proceedings are privileged. As reasonably required to allow full use and benefit of this agreement, the arbitrator shall extend the times set for the giving of notices and setting of hearings. Awards shall include the arbitrator's written reasoned opinion and, at either party's written request within 10 days after issuance of the award, shall be subject to affirmation, reversal or modification, following review of the record and arguments of the parties by a second arbitrator who shall, as far as practicable, proceed according to the law and procedures applicable to appellate

review by the Utah Court of Appeals of a civil judgment following court trial. Should any term or provision, or portion thereof, be declared void or unenforceable, it shall be severed, and the remainder of this agreement shall be enforceable. I UNDERSTAND THAT BY VOLUNTARILY AGREEING TO THIS BINDING ARBITRATION PROVISION, BOTH I AND WILLOW CREEK COUNTRY CLUB GIVE UP OUR RIGHTS TO TRIAL BY JURY FOR ANY CLAIM I OR WILLOW CREEK COUNTRY CLUB MAY HAVE AGAINST EACH OTHER.

I authorize the persons named herein as personal references to provide Willow Creek Country Club with any pertinent information they may have regarding me.

I hereby state that all the information that I provided on this application or any other documents filled out in connection with my employment, and in any interview, is true and correct. I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that if I am employed and any such information is later found to be false or incomplete in any respect, I may be dismissed. I understand if selected for hire, it will be necessary for me to provide satisfactory evidence of my identity and legal authority to work in the United States, and that federal immigration laws require me to complete an I-9 Form in this regard.

If hired, I agree as follows: My employment and compensation is terminable at-will, is for no definite period, and my employment and compensation may be terminated by Willow Creek Country Club (employer) at any time and for any reason whatsoever, with or without good cause at the option of either Willow Creek Country Club or myself. No implied, oral, or written agreements contrary to the express language of this agreement are valid unless they are in writing and signed by the General Manager of Willow Creek Country Club. No supervisor or representative of Willow Creek Country Club, other than the General Manager of Willow Creek Country Club, has any authority to make any agreements contrary to the foregoing. This agreement is the entire agreement between Willow Creek Country Club and the employee regarding the rights of Willow Creek Country Club or employee to terminate employment with or without good cause, and this agreement takes the place of all prior and contemporaneous agreements, representations, and understandings of the employee and Willow Creek Country Club.

If you have any questions regarding this statement, please ask a Willow Creek Country Club representative before signing. I hereby acknowledge that I have read the above statements and understand the same.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE STATEMENT & AGREEMENT

SIGNATURE OF APPLICANT

DATE