

APPLICATION FOR EMPLOYMENT



ABOUT OUR COMPANY

Thank you for your interest in applying for a job at Beechmont Country Club. Because of our commitment to offering the highest possible satisfaction to our members, we are only interested in hiring the best. We want to have a complete understanding of your qualifications, motivations and interests, so that we can make careful and deliberate hiring decisions that will benefit both the Company and our employees. Please answer the following questions honestly, completely and thoughtfully. This application must be completed in full, even if you are attaching a resume. Incomplete applications will not be considered. Beechmont is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, pregnancy, military status, national origin, ancestry, age, veteran status, disability, genetic information or any other legally-protected classification.

Date of Application _____

PERSONAL INFORMATION

Name: _____
Last Name First Name Middle Initial

Address: _____
Street

City State Zip Code

Telephone: (_____) _____ If you are under 18 years of age, do you have a work permit? Yes ___ No ___
Area Code Number

If you have ever worked under another name, please identify: _____

YOUR JOB INTERESTS

Position Desired: _____ Date you can start work: _____

What starting salary or wage do you expect: \$ _____ /hr \$ _____ /wk \$ _____ /month

Are you available for full-time work? Yes ___ No ___ Are you available for part-time work: Yes ___ No ___

Are you willing to work any shift: Yes ___ No ___ If no, what shift(s) are you willing to work? _____

Are there any days and/or times of the week when you would not be available to work? Please specify: _____

How did you learn of this job opening? _____

Have you ever worked for this Company before? Yes ___ No ___ When? _____ Who was your supervisor? _____

Why did you leave? _____ Do you know anyone who works here? Yes ___ No ___ Who? _____

Have you applied to work with us before? Yes ___ No ___ When? _____

YOUR EDUCATION AND TRAINING

What Is The Highest Grade Completed:

Grade School? _____ High School? _____ College? _____ Trade/Tech? _____

What was the last school you attended? _____

Did you graduate? _____ What degree(s) have you achieved? _____

What extracurricular activities did you participate in, or special skills did you acquire, at the above-circled school(s) that might be helpful with the job for which you are applying? _____

YOUR WORK EXPERIENCE

Beginning with your present or most recent employer, describe your employment experiences below: Are you presently employed?
Yes ___ No ___

Are you on layoff and subject to recall? Yes ___ No ___ If yes, to where? _____

1. Present or Last Employer: _____

Address: _____

Kind of Business: _____ Phone: _____

Starting Position: _____ Pay: \$ _____

Final Position: _____ Pay: \$ _____

Dates Employed: From: _____ To: _____ Name and Title of Supervisor: _____
month/year month/year

Description of Your Work and Responsibilities: _____

Reason for Leaving: _____

Will you receive a satisfactory reference from this employer? Yes _____ No _____ If "No," please explain: _____

May we contact your present employer at this time: Yes _____ No _____

If "No," please explain: _____

2. Next Previous Employer: _____

Address: _____

Kind of Business: _____ Phone: _____

Starting Position: _____ Pay: \$ _____

Final Position: _____ Pay: \$ _____

Dates Employed: From: _____ To: _____ Name and Title of Supervisor: _____
month/year month/year

Description of Your Work and Responsibilities: _____

Reason for Leaving: _____

Will you receive a satisfactory reference from this employer? Yes _____ No _____ If "No," please explain: _____

3. Next Previous Employer: _____

Address: _____

Kind of Business: _____ Phone: _____

Starting Position: _____ Pay: \$ _____

Final Position: _____ Pay: \$ _____

Dates Employed: From: _____ To: _____ Name and Title of Supervisor: _____
month/year month/year

Description of Your Work and Responsibilities: _____

Reason for Leaving: _____

Will you receive a satisfactory reference from this employer? Yes _____ No _____ If "No," please explain: _____

Please use additional sheets as necessary for additional employment information. PERSONAL INFORMATION

If you are hired, can you submit verification of your legal right to work in the United States (e.g., driver's license, passport, visa, green card)? Yes _____ No _____

Have you ever been discharged or asked to resign by an employer? Yes _____ No _____ If yes, please explain: _____

A record of criminal conviction will not necessarily be a bar to employment, since the Company will consider factors such as the position for which you are applying, the age and time of the offense, when it occurred, the nature and seriousness of the violation, and the evidence of rehabilitation in making any employment decision.

Have you ever pled no contest, nolo contendere, or guilty to a crime, or been convicted of a crime (other than minor traffic violations or matters have been expunged or sealed)? Yes _____ No _____ If your answer is yes, please explain: _____

Please complete this section if the job for which you are applying might require you to drive Company vehicles.

Do you have a valid driver's license? Yes _____ No _____ License number and state: _____

YOUR REFERENCES

List the names of and professional references who have known you for at least 3 years. Please do not list relatives.

1. Name: _____ Occupation: _____
Address: _____ City: _____
Phone: _____ Relationship to Applicant: _____

2. Name: _____ Occupation: _____
Address: _____
City: _____ Phone: _____ Relationship to Applicant: _____

3. Name: _____ Occupation: _____
Address: _____
City: _____ Phone: _____ Relationship to Applicant: _____

PLEASE READ THE FOLLOWING PARAGRAPHS CAREFULLY BEFORE SIGNING AND INITIALING AFTER EACH PARAGRAPH

By signing below and initialing after each paragraph, I certify that I have read, understand and agree to each of the following statements:

All of the information I have supplied on this application is true, accurate and complete, to the best of my knowledge, and I have not knowingly withheld any information that, if known to the Company, would affect my application unfavorably. If I am hired by the Company, and if the Company discovers at any time during my employment that any of the statements or answers on this application are false, misleading or incomplete, I may be dismissed immediately from my job.

(Initial Here)

This employment application will be considered active for ninety (90) days from the date below. If I want to be considered for a job with the Company after this period of time I must fill out another application. If hired, I understand that this application becomes part of my official employment record. In consideration of my employment with the Company, I agree to abide by all the Company's rules and regulations.

(Initial Here)

If I am extended an offer of employment, I agree to submit to a medical examination that may include testing for drugs or alcohol prior to beginning work with the Company and I understand that any offer of employment is conditioned upon passing such medical examination and/or testing. I understand that if I am employed by the Company, I may be required, when job related and consistent with the Company's business needs, to undergo a medical examination. I further understand that I may be required to submit to an alcohol or drug test at any time.

(Initial Here)

I understand that nothing in this employment application creates a contract of employment between the Company and me. If I am hired by the Company, my employment and compensation are "at will," which means that my employment can be terminated, either by the Company or me, with or without cause, and with or without notice. I understand that no manager or supervisor has the authority to make any employment agreement with me, either orally or in writing, that is not an at-will agreement. Only the President of the Company has the authority to enter into an employment agreement with me for any specified period of time.

(Initial Here)

I agree to release to the Company or its designated agents, all medical information, including but not limited to files, reports, x-rays, evaluations and opinions held by medical personnel, to the extent such information is job-related and consistent with the Company's business needs, and agree to execute the necessary HIPAA-compliant release. I acknowledge that this is a general release and that if hired, it remains in effect for the duration of my employment.

(Initial Here)

In the event of my personal indebtedness to the Company, I authorize the Company to withhold from my wages such amounts as permitted by law to satisfy my obligation to the Company.

(Initial Here)

I give the Company my permission to conduct any investigation regarding the information contained in my employment application that the Company thinks is necessary to determine my qualifications for assuming a job with the Company. I give the Company my permission to contact any former employer, school, college or university, utility company, credit or finance bureau or office, any personal or professional reference, or any other appropriate source or individual for the purpose of gathering any information, personal or otherwise, that such sources may have about my character, general reputation, credit, education or employment record, and I give my consent to any such source to release to the Company whatever information they have about me. I also unconditionally release all named and unnamed sources from any and all liability which might result from furnishing any information about me.

(Initial Here)

In exchange for the Company considering my application, I agree that any claim or lawsuit I have now or in the future against the Company its subsidiaries, successors, assigns, managers, employees and/or agents must be filed by me within one year from the date of the act or omission that is the subject of my claim or lawsuit, or within the applicable statute of limitations, whichever time period is shorter. Thus, I expressly waive any statute of limitations period for any such claim or lawsuit longer than one year, regardless of the nature of the claim or action. As further consideration for these promises by me, the Company agrees to waive any statute of limitations period longer than one year from the date of the act or omission that is the subject of any claim or lawsuit it might file against me.

(Initial Here)

Signature _____ Date _____

(If signing electronically, type name)

NOTICE AND ACKNOWLEDGMENT

[IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING ACKNOWLEDGMENT]

NOTICE REGARDING BACKGROUND INVESTIGATION

Beechmont Country Club may obtain information about you from a consumer reporting agency for employment purposes. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, driving record, and/or mode of living, and which can involve personal interviews with sources such as your current and past employers, friends, or associates. These reports may be obtained at any time after receipt of your authorization and, if you are hired, throughout your employment. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by **EmployeeScreenIQ, PO Box 22627, Cleveland, OH 44122-0627, 1-800-235-3954, www.employeescreen.com**. The scope of this notice and authorization is all-encompassing, however, allowing **Beechmont Country Club** to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and, if you are hired, throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

You may find information about EmployeeScreenIQ's privacy policy at www.employeescreen.com/privacy.asp.

New York & Maine applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by the Employer by contacting EmployeeScreenIQ directly.

ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" at any time after receipt of this authorization and, if I am hired, throughout my employment. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by **EmployeeScreenIQ**, another outside organization acting on behalf of **Beechmont Country Club** itself. I agree that a facsimile ("fax") or photographic copy of this Authorization shall be as valid as the original.

Minnesota and Oklahoma applicants or employees only: Please check this box if you would like to receive a copy of a consumer report if one is obtained by the Company.

California applicants or employees only: By signing below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check this box if you would like to receive a copy of an investigative consumer report or consumer credit report if one is obtained by the Company at no charge whenever you have a right to receive such a copy under California law.

The following is for identification purposes only to perform the background check and will not be used for any other purpose:

DATE

PRINT NAME

SIGNATURE OF EMPLOYEE OR PROSPECTIVE EMPLOYEE (if signing electronically, type name)

SOCIAL SECURITY NUMBER

Date of Birth (For Background Purposes Only)

Drivers License Number State

Current Address: _____

Previous Addresses (Last 7 years): _____

Any other names I have been known by (including maiden name): _____

EMPLOYEE NOTICE AND ACKNOWLEDGEMENT OF EMPLOYER TESTING REQUIREMENTS

PART 1: NOTICE

This is to inform you that Beechmont Inc. conducts testing to identify job applicants and current employees who may be abusing drugs and/or alcohol.

A copy of the Beechmont Inc. policy on this matter is either attached to this notice or will be given to you upon request.

You have the right to refuse to undergo testing. However, the consequences of refusal to undergo testing or a refusal to cooperate in testing by an applicant will result in the termination of the pre-employment selection process, and the consequences of refusal to undergo testing or a refusal to cooperate in the testing by an employee will result in disciplinary action up to and including discharge.

An applicant who fails a test will not be hired, and an employee who fails a test will be subject to disciplinary action up to and including discharge.

Remaining drug-and/or alcohol-free and participation in the Beechmont Inc. drug and/or alcohol testing program is a condition of continued employment.

PART II: ACKNOWLEDGEMENT

I acknowledge receipt and understanding of the above written notice and agree to abide by the terms of the Beechmont Inc. policy pertaining to drugs and alcohol.

(Signature)(If signing electronically, type name) (Date)

(Printed name)

(Signature of witness)

* Please save the file and email to bmorrison@beechmontcc.com or fax to (216)831-6430*