



APPLICATION FOR EMPLOYMENT

AN EQUAL OPPORTUNITY EMPLOYER.

INFORM INTERVIEWER, IF YOU HAVE COMPLETED AN APPLICATION FOR EMPLOYMENT WITH THIS COMPANY WITHIN THE LAST YEAR.

PERSONAL INFORMATION

DATE: _____

NAME (PRINT) _____ TELEPHONE: _____

ADDRESS _____
LAST FIRST MIDDLE STREET NUMBER CITY STATE ZIP HOW LONG?

Are you: 14-15 16-17 18 or older **Note: If under 18, proof of age must be provided**

Do you have United States citizenship or authorization from the Immigration & Naturalization Service to work in the U.S.? Yes No

Note: If hired, federal law requires that you furnish documentation establishing your identity and eligibility to work in the United States.

HAVE YOU EVERY BEEN CONVICTED OF, PLEAD GUILTY TO, OR PLED NO CONTEST TO A CRIME OR IS THERE A FELONY CHARGE PENDING AGAINST YOU? (DO NOT INCLUDE ARRESTS OR EXPUNGED AND/OR SEALED CONVICTIONS) EVEN IF THE ANSWER IS "YES", IT WILL NOT BE AN AUTOMATIC BAR TO EMPLOYMENT; ALL CIRCUMSTANCES WILL BE CONSIDERED. IF THE ANSWER IS "YES" PROVIDE THE CRIME, APPROXIMATE DATE, STATE AND COUNTY OF THE COURT ACTION Yes No

IF YES, EXPLAIN: _____
CRIME: _____ DATE: _____ STATE: _____ COUNTY: _____

WERE YOU EVER EMPLOYED BY THIS COMPANY? WHEN? _____ WHERE? _____

HOW WERE YOU REFERRED TO RUSS'? EMPLOYEE FRIEND NAME: _____

SCHOOL AGENCY NAME: _____

ADVERTISEMENT, PAPER: _____ OTHER: _____

WHAT POSITION ARE YOU APPLYING FOR? MANAGER* _____ HOST (ESS) /CASHIER _____ WAIT STAFF _____ DISH/BUS _____

GRILL _____ SALADS/FOUNTAIN _____ TND SERVER _____ JANITORIAL _____ OTHER _____

FULL TIME _____ PART TIME _____ HOW MANY DAYS PER WEEK? _____

WHAT SHIFT ARE YOU ABLE TO WORK? MORNING _____ AFTERNOON _____ NIGHT _____

EMPLOYEES AGREE TO WORK TWO OF THE THREE SUMMER HOLIDAYS.

HAVE YOU HAD RESTAURANT EXPERIENCE? _____ EXPLAIN _____

* Manager applicants must be willing to relocate.

LAST GRADE OF SCHOOL COMPLETED _____ WHERE _____

NAME & LOCATION OF SCHOOL _____
LIST OTHER SCHOOLING (COLLEGE, POST GRADUATE, BUSINESS, OR OTHER) GIVE DATES: _____

DO YOU PLAN TO FURTHER YOUR EDUCATION? _____ WHEN? _____ WHERE? _____

TOTAL LENGTH OF MILITARY SERVICE: _____ TYPE OF DISCHARGE: _____ DATE: _____ RANK: _____ BRANCH: _____

PERSONAL REFERENCES (Not a Relative)

NAME	ADDRESS	PHONE NO.	OCCUPATION

EMPLOYMENT EXPERIENCE

	LAST OR PRESENT	NEXT TO LAST	SECOND FROM LAST POSITION
NAME OF COMPANY			
ADDRESS			
TELEPHONE			
DATES EMPLOYED	FROM TO	FROM TO	FROM TO
NATURE OF WORK			
STARTING SALARY			
ENDING SALARY			
SUPERVISOR NAME			
REASON FOR LEAVING			
ACCOUNT FOR ALL TIME DURING THE PAST FIVE YEARS			

By execution of this application, I acknowledge:

1. That the information contained in this application is correct to the best of my knowledge and understand that deliberate falsification of this information is grounds for dismissal in accordance with Russ' policy. (Initial) _____
2. That I hereby authorize Russ' or its representative to contact my previous employers for references, and I hereby waive any right to notice I may have under the Michigan Employer Right to Know Act that such previous employers are disclosing materials from my personal file to Russ' or its representatives. (Initial) _____
3. That I authorize the references listed above to give Russ' or its representatives any and all information concerning my previous employment and pertinent information they may have personal or otherwise, and release all parties from all liability for any damage that may result from furnishing same to you. (Initial) _____
4. I understand and agree that my employment will be at will and may be terminated by me or the Company at any time for any cause or no cause. I understand and agree that no representative of the Company (except the Company's President by a specific written contract for a specific term of years naming the employee and signed by the employee and the President) has any authority to limit in any way the Company's right to terminate employment at will, or to offer employment other than on an at-will basis. (Initial) _____
5. I understand that before I am hired, Russ' may require me to undergo a physical examination (after a conditional job offer) and/or a drug or alcohol test. I agree to take such an examination and/or test. I also understand that if I am hired, Russ' may require me to undergo a drug and/or alcohol test at any time during my employment. I agree to take such a test. (Initial) _____

Date _____ Signature _____