



# LAHONTAN

## Application for Employment

Equal Employment Opportunity Policy: We are committed to providing equal employment opportunities to all employees and applicants without regard to race, religion, color, sex, gender identity, sexual orientation, national origin, ancestry, citizenship status, marital status, pregnancy, age, protected medical condition, genetic information, disability or any other protected status in accordance with all applicable federal, state and local laws.

POSITION APPLIED FOR: 1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_  
(Please be specific in listing the position(s) you are applying for. If applying for more than one position, list them in order of priority)

Full-time, Year-round \_\_\_\_\_ Part-Time, Year-round \_\_\_\_\_ Seasonal \_\_\_\_\_ Temporary \_\_\_\_\_ On Call \_\_\_\_\_

### Please Print

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Date Last Name First Name Middle  
Mailing Address

\_\_\_\_\_  
P.O. Box or Street City State Zip Code  
Present Physical Address if different from above

\_\_\_\_\_  
No. & Street City State Zip Code  
Previous Physical Address

\_\_\_\_\_  
No. & Street City State Zip Code  
(\_\_\_\_\_) \_\_\_\_\_  
Home Phone Social Security Number

### Personal Information

Have you ever applied to or worked for Lahontan Golf Club before?.....  Yes  No

If yes, please give dates and position? \_\_\_\_\_

Do you have any friends or relatives working for Lahontan Golf Club?.....  Yes  No

If yes, state name(s) and relationship:

\_\_\_\_\_  
Name Relationship

\_\_\_\_\_  
Name Relationship

By whom were you referred to Lahontan Golf Club? \_\_\_\_\_

Are you at least 18 years old? (If under 18, hire is subject to verification that you are of minimum legal age.).....  Yes  No

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

Have you ever been pled guilty or "no contest" to, or been convicted of, a misdemeanor or felony?.....  Yes  No

If yes, please give dates and details:

\_\_\_\_\_

Have you ever been arrested for any matters for which you are currently out on bail or on your own recognizance pending trial?.....  Yes  No

If yes, please give dates and details:

\_\_\_\_\_

(Note: Answering yes to these questions does not constitute an automatic bar to employment. Factors such as age and time of the offense, seriousness and nature of the violation, and rehabilitation will be taken into account. Do not include minor traffic infractions, and convictions for which the record has been sealed or expunged, any conviction for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed, referrals to and participation in any pretrial or post trial diversion programs, and misdemeanor marijuana related offenses that occurred over two years ago in answering these questions)

**SKILLS AND QUALIFICATIONS/ADDITIONAL INFORMATION:** (Include certifications, trade skills, licenses, training, foreign languages spoken, and other job related information not written elsewhere that are relevant to this position.)

**Education, Training and Experience**

School	Name and Address	No. of years Completed	Did you Graduate?	Degree or Diploma
<b>High School</b>	Name _____ Address _____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
<b>College/University</b>	Name _____ Address _____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
<b>Vocational/Business</b>	Name _____ Address _____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____

**Employment History**

List below all present and past employment starting with your most recent employer (last five years is sufficient). Account for all periods of unemployment. If self employed, give firm name and supply business references. Add additional page if necessary.

Name of Employer _____	( ) _____ Telephone Number
Address & Street _____	City _____ State _____ Zip Code _____
Date of Employment: ____/____/____ From To	Rate of Pay: _____ Starting Ending

Your Position and Duties \_\_\_\_\_

Exact Reason for Leaving \_\_\_\_\_

Name and Title of Supervisor \_\_\_\_\_

May we contact this employer for a reference?..... Yes  No  
If No, Explain: \_\_\_\_\_

Name of Employer _____	( ) _____ Telephone Number
Address & Street _____	City _____ State _____ Zip Code _____
Date of Employment: ____/____/____ From To	Rate of Pay: _____ Starting Ending

Your Position and Duties \_\_\_\_\_

Exact Reason for Leaving \_\_\_\_\_

Name and Title of Supervisor \_\_\_\_\_

May we contact this employer for a reference?..... Yes  No  
If No, Explain: \_\_\_\_\_

Name of Employer _____	( ) _____ Telephone Number
Address & Street _____	City _____ State _____ Zip Code _____
Date of Employment: ____/____/____ From To	Rate of Pay: _____ Starting Ending

Your Position and Duties \_\_\_\_\_

Exact Reason for Leaving \_\_\_\_\_

Name and Title of Supervisor \_\_\_\_\_

May we contact this employer for a reference?..... Yes  No  
If No, Explain: \_\_\_\_\_

Have you ever been terminated or asked to resign from any job?.....  Yes  No

If yes, please explain fully any gaps in your employment history: \_\_\_\_\_

Have you ever used another name?.....  Yes  No

Is any additional information relative to change of name, use of an assumed name, or nickname necessary to enable a check on your work and educational record? If yes, please explain: \_\_\_\_\_

**References**

List below three persons not related to you who have knowledge of your work performance within the last three years.

Name	Occupation	Telephone	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.**

**Signature of Applicant** \_\_\_\_\_ **Date** \_\_\_\_ / \_\_\_\_ / \_\_\_\_

**Applicants Statement and Agreement**

In the event of my employment to a position in the Company, I will comply with all rules and regulations of this Company. I understand that the Company reserves the right to require me to submit a test for the presence of drugs in my system prior to employment and at any time during my employment, to the extent permitted by law. I also understand that any offer of employment may be contingent upon the passing of a physical examination. I consent to the disclosure of the results of any physical examination and related tests to the Company. I also understand that I may be required to take other tests such as personality and honesty tests, prior to and during my employment. I understand that should I decline to sign this consent or to take any of the above tests, my application may be rejected or my employment may be terminated. I understand that bonding may be a condition of hire. If it is, I will be so advised either before or after hiring and a bond application will have to be completed.

**I further understand that the Company may obtain public records about me as part of a background investigation and that I may waive my right to receive a copy of such Public Records by checking the box to the right.....**

I further understand that this Company may contact my previous employers. I authorize those employers to disclose to the Company all records and information pertinent to my employment with them. In addition to authorizing the release of any information regarding my employment, I hereby 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 the Company, 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 authorize the persons named herein as personal references to provide the Company with any pertinent information they may have regarding me.

I hereby state that all the information that I have provided on this application or any other documents completed in connection with my employment, and in any interview is true and accurate. I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that if I am employed and any information provided to the Company is 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.

I further agree and acknowledge that the Company and I will utilize binding arbitration to resolve all disputes that may arise out of the employment context. Both the Company and I agree that any claim, dispute, an/or controversy that either I may have against the

Company (or it's owners, directors, officers, managers, employees, agents, and parties affiliated with its employee benefit and health plans) or the Company may have against me, arising from, related to, or having any relationship or connection with my seeking employment with, employment by, or other association with the Company shall be submitted to and determined exclusively by binding arbitration under the Federal Arbitration Act, in conformity with the procedures of the California Arbitration Act (Cal. Code Civ. Proc. Sec 1280 et seq., including section 1283.05 and all of the Act's other mandatory and permissive rights of discovery). Included within the scope of this Agreement are all disputes, whether based on tort, contract, statute (including, but not limited to, any claims of discrimination and harassment, whether they be based on the California Fair Employment and Housing Act, Title VII of the Civil Rights Act of 1964, as amended, or any other state or federal law or regulation), equitable law, or otherwise, with 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 the California Workers' Compensation Act, Employment Development Department claims, or as otherwise required by state or federal law. However, nothing herein shall prevent me from filing and pursuing proceedings before the California Department of Fair Employment and Housing, or the United States Equal Employment Commission (although if I choose to pursue a claim following the exhaustion of such remedies that claim would be subject to the provisions of this Agreement). Further, this Agreement shall not prevent either me or the Company from obtaining provisional remedies to the extent permitted by the Code of Civil Procedure Section 1281.8 either before the commencement of or during the arbitration process. In addition to any other requirements imposed by law, the arbitrator selected shall be a retired California Superior Court Judge, or otherwise qualified individual to whom the parties mutually agree, and shall be subject to disqualification on the same grounds as would apply to a judge of such court. All rules of pleading (including the right of demurrer), all rules of evidence, all rights to resolution of the dispute by means of motions for summary judgment, judgment on the pleadings, and judgment under Code of Civil Procedure Section 631.8 shall apply and be observed. Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded, and the arbitrator may not invoke any bias (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 in accordance with Cal. Civil Code section 47(b). As reasonably required to allow full use and benefit of this agreement's modifications to the Act's procedures, the arbitrator shall extend the times set by the act for the giving of notices and setting of hearing. Awards shall include the Arbitrator's written reasoned opinion. I understand and agree to this binding arbitration provision and both I and the Company give up our right to trial by jury of any claim I or the Company may have against each other.

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 either the Company (employer) or me for any reason whatsoever, with or without good cause.

This is the entire agreement between the Company and me regarding dispute resolution, the length of my employment, and the reasons for termination of employment, and this agreement supersedes any and all prior agreements regarding these issues. It is further agreed and understood that any agreement contrary to the forgoing, must be entered into, in writing, by myself and the President of the Company. No supervisor or representative of the Company, other than the President, has any authority to enter into any agreement for employment for any specified period of time or make any agreement contrary to the forgoing. Oral representations made before or after you are hired do not alter this Agreement.

If any term of the provisions or portion of this Agreement is declared void or unenforceable it shall be severed and the remainder of the Agreement shall be enforceable.

**If you have any questions regarding this Statement, please ask a Company 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 and Agreement**

**Signature of Applicant** \_\_\_\_\_ **Date** \_\_\_\_/\_\_\_\_/\_\_\_\_

LAHONTAN  
12700 Lodgetrail Drive  
Truckee, CA 96161  
(530) 550 2400, FAX (530) 550 2409