



**AN EQUAL OPPORTUNITY EMPLOYER  
APPLICATION FOR EMPLOYMENT**

**In order for you to be considered for employment, this application must be filled out in its ENTIRETY. Resumes, though certainly welcome, should not be submitted in lieu of information requested below.**

**GENERAL**

PLEASE PRINT

Date: \_\_\_\_\_  
Month                          Date                          Year

Name: \_\_\_\_\_ Social Security No: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
First                          Middle                          Last

Present Address: \_\_\_\_\_  
(If less than 2 years at current address) Street                          City                          State                          Zip

Previous Address: \_\_\_\_\_  
Street                          City                          State                          Zip

Age                          Birth Date                          Day Phone: (     )  
If Under 21:                          If Under 21:                          Evening Phone: (     )  
Month                  Day                  Year                           If none, give contact number.

Are you legally able to work in the United States?    Yes     No     (Proof of identity and legal authority to work in the U.S. is a condition of employment.)

(SPECIFIC POSITION MUST BE LISTED FOR THIS APPLICATION TO BE CONSIDERED.) For what position are you applying?  
 Server     Host     Bartender     Busser / Server Ass't                          Expected Starting Hourly Rate  
 Line Cook     Production     Dishwasher / Utility     Alley Coordinator                          Expected Weekly Earnings:

Who referred you to The Olive Garden? \_\_\_\_\_ Date available for employment \_\_\_\_\_

Are you presently or have you ever been employed by The Olive Garden, Red Lobster, Bahama Breeze, Smokey Bones or any other Darden Restaurant?    Yes     No

Location: \_\_\_\_\_ Dates: \_\_\_\_\_

Have you ever been convicted of a felony which has not been annulled or sealed by a court?    Yes     No     If yes, please explain above:  
(Convictions will not necessarily exclude you from employment, but date and type of conviction may be considered for job placement.)

Relatives Employed by The Olive Garden:  
Name                          Location                          Relationship  
(Relatives employed by the company 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? We have shifts from 7:00 AM to 2:00 AM. (Please list hours in each AM/PM box).

SHIFT	MON	TUES	WED	THUR	FRI	SAT	SUN
AM	to	to	to	to	to	to	to
PM	to	to	to	to	to	to	to

Are you willing to work a split shift?    Yes     No     Are you willing to stay late in an emergency?    Yes     No   
Are you willing to work holidays / weekends?    Yes     No     How many hours per week do you expect to work? \_\_\_\_\_

**EDUCATION**

Type of School	Name of School	Location of School	Courses Majored in	Last Year Completed	Diploma Yes No	Grade Avg.
High School				9 10 11 12	<input type="checkbox"/> Yes <input type="checkbox"/> No	Grade Avg.
College/ Other				1 2 3 4	Degree Yes No	Grade Avg.

## VOLUNTEER & MILITARY EXPERIENCE

Volunteer Experience: (Exclude activities relating to race, religion, color, ancestry, age, national origin, gender or disability.) \_\_\_\_\_

Skills Acquired: \_\_\_\_\_

U.S. Military Experience: (If applicable) \_\_\_\_\_

Skills Acquired: \_\_\_\_\_

## BUSINESS EXPERIENCE

(List most recent three employers)

Present Employer (or most recent)	Area Code/Phone	From Mo. Year	To Mo. Year	Name of Immediate Supervisor	Title
Street Address				Your Position	
City	State	Zip Code	Salary	Reason For Leaving	
Previous Employer	Area Code/Phone	From Mo. Year	To Mo. Year	Name of Immediate Supervisor	Title
Street Address				Your Position	
City	State	Zip Code	Salary	Reason For Leaving	
Previous Employer	Area Code/Phone	From Mo. Year	To Mo. Year	Name of Immediate Supervisor	Title
Street Address				Your Position	
City	State	Zip Code	Salary	Reason For Leaving	

I UNDERSTAND THAT GMRI, INC., d/b/a THE OLIVE GARDEN (RED LOBSTER) HAS IN PLACE A DISPUTE RESOLUTION PROCEDURE, AND I FURTHER ACKNOWLEDGE AND AGREE THAT IF I AM OFFERED AND ACCEPT EMPLOYMENT, ANY DISPUTE BETWEEN ME AND GMRI, INC., d/b/a THE OLIVE GARDEN (RED LOBSTER) 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 CONDITION OF THE DISPUTE RESOLUTION PROCEDURE.

**NOTICE TO TIPPED EMPLOYEES:** You are hereby notified that Section 3(m) of the Fair Labor Standards Act (The Federal Minimum Wage Law) provides as follows: In determining the wage of a tipped employee, the amount paid such employee shall be at least an amount equal to the cash wage of \$2.13 an hour and an additional amount of the tips received by such employee which amount is equal to the difference between \$2.13 an hour and the current minimum wage in effect. The additional amount on account of tips may not exceed the value of the tips actually received by an employee. The preceding two sentences shall not apply with respect to any tipped employee unless such employee has been informed by the employer of the provisions of the section and all tips received by such employee have been retained by the employee, except that nothing herein shall prohibit the pooling of tips among employees who customarily and regularly receive tips. Some states have eliminated the tip credit or require a lower percentage of the tip credit than the Federal Minimum Wage Law, in which case State Law will apply.

I AFFIRM THAT ALL INFORMATION IN THIS APPLICATION IS TRUE AND COMPLETE. ANY MISREPRESENTATION, FALSE STATEMENT, OR OMISSION OF FACTS CALLED FOR SHALL BE GROUNDS FOR REFUSAL OF EMPLOYMENT OR IF HIRED, DISMISSAL FROM EMPLOYMENT. I UNDERSTAND THAT ANY VIOLATION OF COMPANY RULES, POLICIES, STANDARDS, AND/OR PROCEDURES SHALL BE GROUNDS FOR DISMISSAL. I AGREE TO CONFORM TO THE RULES, POLICIES, STANDARDS, AND REGULATIONS OF DARDEN RESTAURANTS, INC. AND THE OLIVE GARDEN. I UNDERSTAND THAT MY EMPLOYMENT AND COMPENSATION CAN BE TERMINATED WITH OR WITHOUT CAUSE, AND WITH OR WITHOUT NOTICE, AT ANY TIME AT THE OPTION OF DARDEN RESTAURANTS, INC., THE OLIVE GARDEN OR MYSELF, AND I UNDERSTAND THAT NO REPRESENTATIVE OF THE COMPANY HAS THE AUTHORITY TO MAKE ANY MODIFICATIONS, EITHER VERBALLY OR IN WRITING TO THE CONTRARY.

IT IS THE POLICY OF DARDEN RESTAURANTS, INC. AND THE OLIVE GARDEN TO HIRE ONLY U.S. CITIZENS AND ALIENS WHO ARE LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES. ALL EMPLOYEES WILL BE ASKED TO VERIFY EMPLOYMENT ELIGIBILITY PRIOR TO BEGINNING WORK.

DATE \_\_\_\_\_ SIGNATURE OF APPLICANT \_\_\_\_\_

I UNDERSTAND THAT MY APPLICATION WILL REMAIN ACTIVE FOR 30 DAYS FROM THE DATE RECEIVED.