



FRESH • LOCAL • SUSTAINABLE

THE HOLLAND INC./BURGERVILLE HOURLY CREW EMPLOYMENT APPLICATION EQUAL OPPORTUNITY EMPLOYER

■ An Equal Opportunity Employer

We do not discriminate on the basis of race, religion, color, national origin, ancestry, sex, sexual orientation, age, physical or mental disability, marital status, gender identity, workers compensation or veteran status or any other reason prohibited by applicable nondiscrimination law. It is our intention that all applicants be given equal opportunity and that selection decisions are based on job related factors. Any person needing reasonable accommodation in the application process should contact Human Resources.

■ Instructions

Each question should be fully and accurately answered. No action can be taken on this application until all questions have been answered. Use blank paper if you do not have enough room.

Name _____ Date _____ E-Mail _____

Address _____

City _____ State _____ Zip _____

Phone # _____ Alternative # _____

Are you 16 years of age or older? (Yes/No) Are you 18 years of age or older? (Yes/No)

How did you hear about career opportunities at The Holland/Burgerville?

- On line Ad Came in as a guest Employee Referral/Former Employee Career Fair
- BV Website Hiring Banner Healthcare Media/Marketing

What position are you applying for? _____ When would you be ready to start work? _____

How many hours per week do you want to work? Minimum _____ Maximum _____

Can you work days? (Yes/No) Nights? (Yes/No) Weekends? (Yes/No)

Show the hours each day that you are available to work:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

Do you have reliable transportation? _____ How long do you anticipate working here? _____

Do you have a food handler's card? (Yes/No)

Would any of your previous employers refuse to hire you again? (Yes/No)

How often did you miss work with your past employers? Monthly: 0-3 times 4-6 times 6+ times

Have you ever quit a job without giving at least 2 weeks notice? (Yes/No)

If you are under age 18, do you have the approval of your parent or guardian to work here? (Yes/No)

Can you provide legal documentation establishing your identity and eligibility to be legally employed in the United States? (Yes/No)

During the past 7 years, have you ever been convicted of a crime, felony or misdemeanor, excluding minor traffic violations? _____ If yes, explain. _____

A conviction will not necessarily bar you from employment.

Why do you want to work for The Holland/Burgerville? _____

Personal References (Other than relatives):

Name _____ Phone _____

Name _____ Phone _____

EDUCATION

Last School Attended	Years Completed	Course of Study	GPA

Do you plan to continue your schooling? (Yes/No) When? _____

WORK EXPERIENCE

List the most recent first. Include part-time, summer, etc. Explain any periods of unemployment

Name and Location	Supervisor's Name/Phone	From To	Job Title and Duties	Wages	Reason for Leaving

Initial and sign

_____ I certify that the answers given by me to the foregoing questions and during any interviews are true and correct without consequential omissions, and understand that, if employed, omissions and/or false statements on this application or during the interview process may result in dismissal and forfeiture of related benefits. The employment application is used to notify me that the nature and scope of an investigation could include such general identification information as residence verification and as applicable, information concerning my employment, education, general reputation, character, personal characteristics and habits.

_____ I hereby acknowledge notification, in compliance with the Fair Credit Reporting Act, that The Holland, Inc. may request to procure information regarding my character, general reputation, personal characteristics, or mode of living. Information developed from such a report will be considered in evaluating my employment application or continued employment. I authorize investigation of all information provided during the application process and any references to give you any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release from all liability or responsibility this Company, its agents and all persons, companies or corporations providing information to the Company about me.

_____ I understand that my relationship with the company is at will and for an unspecified term and the company and I each have the right to terminate the employment relationship at any time with or without cause. This at-will employment relationship may not be modified by any oral or implied agreement or by a person, statement, act, series of events or pattern of conduct. I understand that any job offer that may be extended to me may be contingent upon the successful completion of a drug test and background check. I have had an opportunity to have my questions about this statement's content and intent answered and understand its terms.

Signature of Applicant _____ Date _____