



# APPLICATION FOR EMPLOYMENT

## AN EQUAL OPPORTUNITY EMPLOYER

In order for you to be considered for employment, this application must be filled out in its ENTIRETY. All statements made by applicants for employment on this application form will be checked for accuracy

Darden Uses E-Verify to verify the identity and employment eligibility of all persons hired to work in AL, AZ, GA, LA, MO, MS, NC, OK, SC or TN. If you are a resident of one of those states, please review the E-Verify notice and the Right to Work notice before proceeding. I understand that if I live in one of the above listed states, I am required to read the E-Verify and Right to Work notices.	*I have read and understand the notices or I do not live in one of the listed states. <input type="checkbox"/> Accept
*Are you a current employee of any Darden Restaurant including Olive Garden, LongHorn Steakhouse, Cheddar's Scratch Kitchen, Yard House, The Capital Grille, Seasons 52, Bahama Breeze, Eddie V's, Wildfish or Darden Support Center?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Please specify:

I am a veteran

I am the immediate family member of a veteran

I am neither a veteran nor the immediate family member of a veteran

*First Name (Print in Ink)	Last Name
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*Are you 18 years or older? <input type="checkbox"/> Yes <input type="checkbox"/> No	*If you are applying for a server or bartender position do you meet the legal state age requirement to serve alcohol? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> not applying for a server/bartender position <input type="checkbox"/> I don't know
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Position(s) applying for:	*Do you have the legal right to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No <small>It is the policy of this employer to hire only individuals legally authorized to work in the United States. All employees must verify employment eligibility prior to beginning work.</small>
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*Current Address	*City	*State	*Zip
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*Primary Phone	Alternate Phone	Email Address
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What is your highest level of Education?  High School Diploma  Some College  Associates degree  Bachelor's degree  Graduate/MBA degree  Other

\*Do you have prior work experience?  Yes  No

### Work History - List your last 3 jobs. Please fill out all information completely

	Current or Most Recent Job	Previous Job	Previous Job
Employer Name			
Job Title			
Location (City, State)			
Employer Phone number			
Name and Title of Immediate Supervisor			
Reason for Leaving			
May we contact this employer?	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Dates of Employment	____/____/____ to ____/____/____ <small>Day/Month/Year to Day/Month/Year</small>	____/____/____ to ____/____/____ <small>Day/Month/Year to Day/Month/Year</small>	____/____/____ to ____/____/____ <small>Day/Month/Year to Day/Month/Year</small>

\*Have you ever been employed by any Darden restaurant including Olive Garden, LongHorn Steakhouse, Cheddar's Scratch Kitchen, Yard House, The Capital Grille, Seasons 52, Bahama Breeze, Eddie V's, Wildfish or Darden Support Center?  Yes  No

If yes, state restaurant, location, dates of application or employment and reason for leaving.

\*Do you have any relatives that work for Darden?  Yes  No If yes please provide: Name: Location: Relationship:

Relatives employed by Darden will not necessarily exclude you from employment but will be considered for job placement to avoid a direct supervisory relationship between relatives

<b>Austin, TX:</b> Do not answer any conviction related questions at this time.
<b>Baltimore, MD:</b> Do not answer any conviction related questions at this time.
<b>Buffalo, NY:</b> Do not answer any conviction related questions at this time.
<b>California:</b> Do not answer any conviction related questions at this time. You are never required to disclose any arrest or detention that did not result in a conviction; any arrest, detention, processing, diversion, supervision, adjudication, or court disposition that occurred while subject to the process and jurisdiction of a juvenile court; any non-felony conviction for possession of marijuana older than two years; referral to or participation in any pre-trial or post-trial diversion program; and, any conviction that has been sealed, judicially dismissed, expunged or statutorily eradicated by law.
<b>Columbia, MO:</b> Do not answer any conviction related questions at this time
<b>Connecticut:</b> You are not required to disclose the existence of any arrest, or criminal charge or conviction, the records of which have been erased pursuant to section 46(b)-146, 54-76o or 54-142a of the Connecticut General Statutes. Criminal records subject to erasure pursuant to section 46b-146, 54-76o or 54-142a are records pertaining to a finding of delinquency or that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that has been dismissed or annulled, a criminal charge for which the person has been found not guilty, or a conviction for which the person received an absolute pardon. Any person whose criminal records have been erased pursuant to section 46(b)-146, 54-76o or 54-142a shall be deemed to have never been arrested within the meaning of the general statutes with respect to the proceedings so erased and may so swear under oath
<b>Hawaii:</b> Do not answer any question related to your criminal history. You may only be asked questions regarding your conviction record once you have been made a conditional offer of employment. At that time you may only be asked about convictions occurring within the past 10 years
<b>Illinois:</b> Do not answer any conviction related questions at this time.
<b>Montgomery County – Maryland:</b> Do not answer any conviction related questions at this time.
<b>Prince George County – Maryland:</b> Do not answer any conviction related questions at this time.
<b>Massachusetts:</b> Do not answer any question on this application related to your criminal history. Through the rest of the application process, if you have a sealed record on file with the commissioner of probation, you may answer 'no record' with respect to an inquiry relative to prior arrests, criminal court appearances, or convictions. In addition, you may answer 'no record' with respect to any inquiry relative to prior arrests, court appearances, and adjudications in all cases of delinquency as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution
<b>Minnesota:</b> Do not answer any conviction related questions at this time.
<b>New Jersey:</b> Do not answer any conviction related questions at this time.
<b>New York, NY:</b> Do not answer any conviction related questions at this time.
<b>Newark, NJ:</b> Do not answer any conviction related questions at this time.
<b>Oregon:</b> Do not answer any conviction related questions at this time
<b>Philadelphia, PA:</b> Do not answer any conviction related questions at this time.
<b>Rhode Island:</b> Do not answer any conviction related questions at this time.
<b>Rochester, NY:</b> Do not answer any conviction related questions at this time.
<b>Seattle, WA:</b> Do not answer any conviction related questions at this time.
<b>Vermont:</b> Do not answer any conviction related questions at this time.
<b>Washington, DC:</b> Do not answer any conviction related questions at this time.
<p><b>*Have you been convicted of a felony, or been incarcerated in connection with a felony, in the past 10 years?</b> You do not have to disclose any convictions that have been annulled, expunged, erased, pardoned, or sealed by the court. <u><b>A conviction will not necessarily exclude you from employment</b></u></p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><input type="checkbox"/> Not required to answer based on disclaimers above</p> <p>If you answered "Yes," please explain:</p>

**Special Employment Notices (Please read carefully before signing below)**

\*I understand that Olive Garden, LongHorn Steakhouse, Cheddar's Scratch Kitchen, Yard House, The Capital Grille, Seasons 52, Bahama Breeze, Eddie V's, and Wildfish are owned and operated by several subsidiaries of Darden Restaurants, Inc. (the "Darden Companies").

Initial \_\_\_\_\_

\*The Darden Companies do not discriminate in hiring or employment on the basis of race, color, religion, sex, national origin, ancestry, age (as defined by applicable law), legally recognized handicap, or veteran status. The Darden Companies are subject to the provisions of the resident state's Workers' Compensation Act and provides all staff members with coverage.

Initial \_\_\_\_\_

\*I understand that Darden Restaurant and affiliated Companies, including Olive Garden, LongHorn Steakhouse, Yard House, The Capital Grille, Seasons 52, Bahama Breeze, Eddie V's, Wildfish, (collectively referred to as "the Company"), have in place a Dispute Resolution Process (DRP). I further acknowledge and agree that if I am offered and accept employment, any dispute between me and the Company, relating to my employment and/or my separation from employment, shall be submitted and resolved in accordance the terms, conditions and established time periods of the DRP.

Initial \_\_\_\_\_

\*I certify the facts set forth in my application are true and complete. I understand and agree that, if employed, any misrepresentation, false statements, or omission of facts on this application may result in dismissal. I authorize the Darden Companies to check all personal and employment references and to verify all information I have included on this application form.

I understand and agree that this application, policies, practices and procedures, and all other communication distributed to me by the Darden Companies do not constitute or supplement any contract of employment. If I am hired, I understand and agree that all benefits, policies, and procedures may be changed by the Darden Companies at any time, with or without notice. I further understand and agree that I have the option to terminate my employment relationship with the Darden Companies, with or without cause and without notice at any time, and that the Darden Companies retain a similar right.

I understand and agree that this application will be kept on active file for 60 days from the date completed, after which time I would have to reapply in accordance with established company procedures. However, I understand and agree that the agreement to submit eligible disputes to the DRP does not terminate after 60 days and applies to my entire length of employment.

Initial \_\_\_\_\_

\*Signature of Applicant: \_\_\_\_\_

Date: \_\_\_\_\_

**Maryland:** UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND ANY APPLICANT FOR EMPLOYMENT OR PROSPECTIVE EMPLOYMENT, OR ANY EMPLOYEE, TO SUBMIT OR TAKE A POLYGRAPH DETECTOR OR SIMILAR TEST OR EXAMINATION AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. ANY EMPLOYER WHO VIOLATES THIS PROVISION IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT TO EXCEED \$100.

**Massachusetts:** IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY

# Darden Front/Back of House Assessment Score Sheet

First Name/Primer nombre:

Last Name/Apellido(s):

Phone Number/Número telefónico:

For Manager Use Only/Sólo para gerentes: Jobs Applied To: (Requisition Numbers)

## Section 1

	1	2	3	4	5
1.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Section 2

	1	2	3	4	5
1.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Restaurant Number \_\_\_\_\_

Applicant Name \_\_\_\_\_

Date \_\_\_\_\_

**Fax To: 1-845-214-9860**

**What documents to fax**

- *Application (3 pages)*
- *Assessment Answer Sheet*

**Where to find the Job ID number**

*Each hourly position is assigned a different Job ID number, which remains constant and unique to your restaurant. The Job ID number can be found on the first screen once you log in to your manager dashboard (MDB). Refer to the My Open Reqs panel in the first column under the heading, Job ID. The corresponding position is located in the very next column under the heading, Title. Please enter the appropriate Job ID number for the position applied for below.*

**Job ID number**

**Applications cannot be processed without the Job ID number**