

# APPLICATION FOR EMPLOYMENT



Winners Hotel and Casino



R&L's Express Casino and Lounge

## APPLICATIONS NOT FILLED OUT COMPLETELY WILL BE REJECTED

This Company is an equal opportunity employer. No question on this application is asked for the purpose of excluding any applicant's consideration for employment because of race, color, religion, sex, age, national origin, sexual orientation, veteran's status, disability, or any other characteristic protected under state or federal law. ANY APPLICANT WILL BE IMMEDIATELY REJECTED FOR EMPLOYMENT OR, IF HIRED, TERMINATED WITHOUT NOTICE FOR GIVING FALSE INFORMATION IN THIS APPLICATION OR FAILING TO ACCURATELY PROVIDE INFORMATION REQUESTED. IF HIRED, EMPLOYMENT IS FOR NO FIXED TERM AND THE COMPANY OR THE EMPLOYEE CAN TERMINATE AT ANY TIME. In order for your application to be properly evaluated, it is essential that you read the entire form before you begin filling it out and answer all questions carefully and completely, indicating "None" where applicable. This application contains several two-sided pages, and must be completed in its entirety before your application for employment will be considered. Answers should be typed, printed or carefully written in ink so that they are clear and readable.

If you need any type of assistance in completing this application and/or during the interview process, please let management or a human resources representative know immediately.

Si Usted necesita asistencia en llenar esta aplicacion y/o durante el proceso de entrevista, favor de avisar a la Gerencia o a un representante de Recursos Humanos

1. \_\_\_\_\_  
Last Name First Name Middle Name

List all other names you have worked under or are known by: \_\_\_\_\_

Address: (No.) (Street) (City) (State) (Zip) Telephone No. \_\_\_\_\_

How long have you been a resident of the city in which you reside? \_\_\_\_ (If less than five (5) years, please list previous address.)

Last previous address \_\_\_\_\_  
(No.) (Street) (City) (State) (Zip)

2. For what position are you applying for? (Noted: Applications for "any" job will not be considered. You must list specific job(s) and limit your interest to no more than three.)

1<sup>st</sup> choice: \_\_\_\_\_ 2<sup>nd</sup> choice: \_\_\_\_\_ 3<sup>rd</sup> choice: \_\_\_\_\_

3. Are you over the age of 18? Yes\_\_\_ No\_\_\_ Are you over the age of 21? Yes\_\_\_ No\_\_\_ (an offer of employment, if made, will be subject to verification that applicant's age meets legal requirements.)

4. Have you ever previously been employed by or filed an application with The Winner's Hotel & Casino/R&L's Express Casino & Lounge  
Yes\_\_\_ No\_\_\_

[If "yes," please give date(s) and position(s)]: \_\_\_\_\_

5. If related to anyone employed by Winner's Hotel & Casino/R&L's Express Casino & Lounge, state name and department:  
\_\_\_\_\_

If "yes" please explain? \_\_\_\_\_

6. If currently employed, may we contact your present employer? Yes\_\_\_ No\_\_\_

7. Have you ever been discharged or asked to resign? Yes\_\_\_ No\_\_\_  
If "yes" please explain: \_\_\_\_\_

8. On what date are you available to start work? \_\_\_\_\_

9. Indicate desired employment status: Full-time\_\_\_ Part Time\_\_\_ Temp. \_\_\_

10. Indicate shift or schedule preference: Day\_\_\_ Swing\_\_\_ Grave\_\_\_

11. Are you willing to work overtime if required? Yes\_\_\_ No\_\_\_  
(If "no," please explain): \_\_\_\_\_

12. Are you available to work weekends? Yes\_\_\_ No\_\_\_

13. Are you available to work holidays? Yes\_\_\_ No\_\_\_

14. Can you travel if a job requires it? Yes\_\_\_ No\_\_\_

15. Do you have means for getting to work regularly? Yes\_\_\_ No\_\_\_

OFFICE USE ONLY  
Class \_\_\_\_\_  
Dept \_\_\_\_\_ Rate \_\_\_\_\_  
F/T \_\_\_ P/T \_\_\_ On-Call \_\_\_

16. Have you ever been convicted of a crime under your own or another name? Yes\_\_\_ No\_\_\_  
 (Do not include traffic tickets.)

If "yes" state crime: \_\_\_\_\_ Date: \_\_\_\_\_ Charge: \_\_\_\_\_

Court (justice, muni, etc.) \_\_\_\_\_ Location: \_\_\_\_\_

Disposition of case: \_\_\_\_\_

If "yes" state crime: \_\_\_\_\_ Date: \_\_\_\_\_ Charge: \_\_\_\_\_

Court (justice, muni, etc.) \_\_\_\_\_ Location: \_\_\_\_\_

Disposition of case: \_\_\_\_\_

(Note: Answering "yes" will not necessarily disqualify an applicant from employment.)

17. How did you learn about us? (circle one) Advertisement Friend/Relative Walk-In Employment Agency Website

Indicate name of publication, website, or person who referred you: \_\_\_\_\_

18. REFERENCES

Give the name, address and telephone number of three business/work references who are not related to you and who are not previous supervisors. If you are unable to provide the requested business/work references, please give the name of three school or personal references that are not related to you. For all individuals listed, please describe their relationship to you.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

19. EDUCATION

School	Name of School	Graduated		Date Left	Major/Minor Courses Taken	Degree
		Yes	No			
High School				XXXXXXXXXX		
College						
Graduate Work						
Trade or Business						
Correspondence						

20. Are you computer skilled? Yes\_\_\_ No\_\_\_

If "yes" list computer programs with which you are familiar with: \_\_\_\_\_

21. Describe any specialized training, apprenticeships, skills or extra-curricular activities. \_\_\_\_\_

22. Have you ever had any job-related training in the United States Military? Yes\_\_\_ No\_\_\_

If "yes," please describe: \_\_\_\_\_

23. Summarize special job-related skills and qualifications acquired from employment or other experience: \_\_\_\_\_

24. List professional, trade, business or civic activities and offices held. *Membership information which would reveal sexual orientation, race, color, religion, national origin, age, ancestry, disability or any other protected legal status should be excluded.*

25. State any additional job-related information you feel may be helpful to us in considering your application. \_\_\_\_\_

**26. EMPLOYMENT EXPERIENCE: MUST BE DETAILED AND ACCURATE TO AVOID DISQUALIFICATION**

Start with your present or last job and list all employment for the last 10 years through the present. Explain all gaps in your employment (other than those due to personal illness, injury or disability), attaching additional sheets of paper if necessary. Including your resume with this application will not be considered satisfactory completion of this section.

Employer	Dates Employed From      To	Description of Duties
Address	Hourly Rate/Salary Starting      Final	
Telephone Number(s)		
Job Title	Supervisor	
Reason for Leaving(check) <input type="checkbox"/> Layoff <input type="checkbox"/> Involuntary Termination <input type="checkbox"/> Resignation Explain:		

Employer	Dates Employed From      To	Description of Duties
Address	Hourly Rate/Salary Starting      Final	
Telephone Number(s)		
Job Title	Supervisor	
Reason for Leaving(check) <input type="checkbox"/> Layoff <input type="checkbox"/> Involuntary Termination <input type="checkbox"/> Resignation Explain:		

Employer	Dates Employed From      To	Description of Duties
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Telephone Number(s)		
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Reason for Leaving(check) <input type="checkbox"/> Layoff <input type="checkbox"/> Involuntary Termination <input type="checkbox"/> Resignation Explain:		

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Telephone Number(s)		
Job Title	Supervisor	
Reason for Leaving(check) <input type="checkbox"/> Layoff <input type="checkbox"/> Involuntary Termination <input type="checkbox"/> Resignation Explain:		

If you need additional space, please continue on a separate sheet of paper.

Employer	Dates Employed From      To	Description of Duties
Address	Hourly Rate/Salary Starting      Final	
Telephone Number(s)		
Job Title	Supervisor	
Reason for Leaving(check) <input type="checkbox"/> Layoff <input type="checkbox"/> Involuntary Termination <input type="checkbox"/> Resignation Explain:		

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Job Title	Supervisor	
Reason for Leaving(check) <input type="checkbox"/> Layoff <input type="checkbox"/> Involuntary Termination <input type="checkbox"/> Resignation Explain:		

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Telephone Number(s)		
Job Title	Supervisor	
Reason for Leaving(check) <input type="checkbox"/> Layoff <input type="checkbox"/> Involuntary Termination <input type="checkbox"/> Resignation Explain:		

## APPLICANT AGREEMENT/CERTIFICATION

### I UNDERSTAND AND AGREE THAT:

- a. All statements made on this application are true to the best of my knowledge and belief. If I have omitted facts or made misrepresentations or false statements in my application or any attachments to my application, I understand it may result in refusal of employment or if employed, termination from employment.
- b. I certify that I am genuinely interested in the position I have applied for and this application has not been made for any other purpose or under false pretenses.
- c. It is my understanding that Winner's Hotel & Casino, Inc. or its authorized designee will make a thorough investigation of my work, educational and personal history and may verify all data given in my application, related papers or oral interviews. I authorize such investigation and the giving and receiving of any information requested by Winner's Hotel & Casino, Inc. or its authorized designee. I release from liability any person or entity requesting, giving or receiving any such information.
- d. I understand and agree that any person authorized by Winner's Hotel & Casino, Inc. can at any time request that I submit to a search of my person or my property including, but not limited to, purses, packages in my possession, or any locker, desk or files that may be assigned to me. I understand that my refusal to submit to such a search may result in termination of employment. I hereby waive all claims for damages related to or resulting from such examination.
- e. I further understand that, in compliance with applicable law, Winner's Hotel & Casino, Inc. can change wages, benefits and/or working conditions at any time without regard to financial necessity. I further understand that I may be required to work overtime, on weekends or on holidays.
- f. As a condition of employment, I understand that I may be required to undergo and successfully pass a post job offer, pre-employment physical examination and/or blood, urine or hair test to determine if I am alcohol and drug free and physically fit for the job I am to perform. I also agree to fully cooperate with Winner's Hotel & Casino, Inc. and any other persons or entities which Winner's Hotel & Casino, Inc. may use in connection with such screening. I understand and agree that a designated representative of Winner's Hotel & Casino, Inc. may, in the Company's sole discretion, accompany me to the laboratory for testing. I authorize any physician, including my personal physician, to release any information to the Company which may be necessary to determine my ability to perform my assigned duties. I agree to hold Winner's Hotel & Casino, Inc. and its current and former owners, agents, directors, officers, managers, affiliates, and other employees harmless from any and all liability in connection with this testing and relinquish all rights, claims and causes of actions that I may now have or may have after execution of this consent, release and authorization arising out of the testing. I understand that my failure to give this consent, release and authorization to test me for drugs and alcohol, or my failure to fully cooperate in connection with such testing, is grounds for disciplinary action, up to and including termination.
- g. Based upon compelling considerations including, without limitation, work product, overtime, safety, loyalty, and conflict of interest considerations, I agree to notify Winner's Hotel & Casino, Inc. if I am now or later become an employee or owner of any other business or organization. If in the sole and exclusive discretion of Winner's Hotel & Casino, Inc., the Company determines that such outside commitment is not in the Company's best interests, I understand and agree that the Company may refuse to consent to such activity.
- h. I understand that Winner's Hotel & Casino, Inc. may, from time to time, establish rules, regulations, policies, and/or disciplinary procedures, some of which may be reduced to writing. In consideration of my employment, I agree to conform to all applicable rules, regulations, policies and/or disciplinary procedures of the Company and/or any Company department. I understand that those rules, regulations, policies and/or disciplinary procedures are not intended by Winner's Hotel & Casino, Inc. to create an obligation of continued employment.
- i. I understand that this application remains current for only sixty (60) days from the date of submission. After that time, if I have not heard from Winner's or R&L's and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

j. I UNDERSTAND THAT THIS DOCUMENT IS AN APPLICATION FOR EMPLOYMENT AND CONTINUED EMPLOYMENT IS NOT BEING OFFERED. I UNDERSTAND AND AGREE THAT MY EMPLOYMENT, BOTH DURING AND AFTER ANY INTRODUCTORY OR ORIENTATION PERIOD, IS FOR AN INDEFINITE PERIOD, AND THAT NOTHING IN THIS APPLICATION OR ANY OTHER WINNER'S HOTEL & CASINO, INC. DOCUMENT SHALL BE DEEMED TO CREATE ANY CONTRACT OF CONTINUED EMPLOYMENT BETWEEN ME AND EITHER WINNER'S OR R&L'S. I FURTHER UNDERSTAND THAT MY EMPLOYMENT CAN BE TERMINATED AT WILL AT ANY TIME BY MYSELF OR WINNER'S HOTEL & CASINO, INC. FOR ANY OR NO REASON. I UNDERSTAND THAT EMPLOYMENT BEYOND ANY INTRODUCTORY OR ORIENTATION PERIOD OR EMPLOYMENT FOR A NUMBER OF YEARS SHALL NOT RESULT IN ANY HEIGHTENED EXPECTATION OF CONTINUED EMPLOYMENT. I UNDERSTAND AND AGREE THAT ANY STATEMENTS TO THE CONTRARY, WHETHER ORAL OR WRITTEN, ARE EXPRESSLY DISAVOWED AND ARE NOT TO BE RELIED UPON BY ME. I FURTHER UNDERSTAND THAT NO REPRESENTATIVE OF THE COMPANY HAS ANY AUTHORITY TO ENTER INTO ANY AGREEMENT FOR EMPLOYMENT FOR ANY SPECIFIED PERIOD OF TIME OR TO MAKE ANY AGREEMENT CONTRARY TO THE FOREGOING EXCEPT IN A WRITTEN DOCUMENT SIGNED BY THE PRESIDENT OF THE WINNER'S HOTEL & CASINO, INC. LOWELL CHICHESTER

k. **Final and Binding Arbitration.** I agree that, subject only to the limited exceptions expressly stated in this paragraph, I will resolve any and all claims, disputes, or controversies arising out of or relating to my application or candidacy for employment, employment, and/or cessation of employment with WINNER'S HOTEL & CASINO, INC. or any of its current or former affiliates, owners, officers, directors, managers, employees and agents, exclusively by final and binding arbitration before a neutral Arbitrator. I understand that, likewise, subject only to the limited exceptions expressly stated in this paragraph, any claim that WINNER'S HOTEL & CASINO, INC. presently has, or may have in the future, against me shall be submitted to final and binding arbitration before a neutral arbitrator. By way of example only, such claims subject to arbitration include, but are not limited to, all claims, demands, or actions under the Age Discrimination in Employment Act, the Older Workers' Benefit Protection Act, Title VII of the Civil Rights Act of 1964 (as amended), the Civil Rights Act of 1866, the Americans with Disabilities Act, 42 U.S.C. 1981, the Family and Medical Leave Act, the Fair Labor Standards Act (as amended), the Uniformed Services Employment and Reemployment Rights Act (as amended), the Employee Polygraph Protection Act, the Equal Pay Act, the Occupational Safety and Health Act, NRS 613.310-613.430, Chapter 608 of the Nevada Revised Statutes, any other federal, state or local statute or regulation regarding employment discrimination or retaliation, wrongful termination of employment, the law of contract, the law of tort, and the common law of any state. I expressly understand and agree that I am forever and completely waiving my right to a jury or a judge trial of any of the claims referenced above. I understand and agree that this agreement to arbitrate does not apply to claims for unemployment or worker's compensation benefits or other governmental administrative claims, and claims for injunctive relief based on non-compete, confidentiality, non-solicitation, non-disparagement or other restrictive covenant agreements I may enter into with WINNER'S HOTEL & CASINO, INC.

**APPLICANT CERTIFICATION:** I certify that I have fully and completely read this application for employment, I understand its terms and consequences, and agree to the terms stated herein. I certify that the statements and representations I have made on this application, and in any and all documentation I have submitted with this application, are true and correct.

\_\_\_\_\_  
Applicant's Signature Date: \_\_\_\_\_

Received By: \_\_\_\_\_ Date: \_\_\_\_\_  
(Signature of Authorized Representative for Winner's Hotel & Casino, Inc.)

**FOR INTERVIEWER USE ONLY**

Interviewed: Dated & Time: \_\_\_\_\_ Interviewer: \_\_\_\_\_  
 Employment Offered?  Yes  No Offer Conditioned?  Yes  No  
 Offer accepted?  Yes  No If offer conditioned, describe: \_\_\_\_\_  
 Job Classification: \_\_\_\_\_ Starting pay: \$ \_\_\_\_\_ per \_\_\_\_\_