

12. We may train on days you have other obligations. Are you willing to reschedule your plans to come to training? Yes No
- *13. Do you have any schedule obligations (e.g., annual trips, vacations, weddings, reserve duty, or holidays) coming up that we need to know about? Yes No
- **14. Have you been convicted of a felony that has not been annulled, expunged or sealed by the court?
(Applicants in California, Connecticut, District of Columbia, Georgia, Hawaii, Illinois, Massachusetts, Nevada, New York, and Washington should read the information on the last page of this application BEFORE answering this question. Yes No

Conviction will not necessarily disqualify an applicant from employment. Factors such as the age and time of the offense, seriousness and nature of the violation, and rehabilitation will be considered when making any employment decisions. If your answer is "yes," please explain the circumstances surrounding such offense, including place, date, name of court, etc.

*15. What commitments do you have, or do you anticipate, that may affect your schedule? _____

*16. Would you be willing to work flexible hours (including weekends)? Yes No

*17. Are you willing to work holidays? (We are closed on Thanksgiving and Christmas.) Yes No

*18. Please indicate any days you are regularly unavailable.

	MON	TUES	WED	THURS	FRI	SAT	SUN
NOT AVAILABLE							

19. If hired, what notice do you need to give your current employer? _____

20. When would you be available to start? _____

21. Why are you applying for a position with us? _____

*22. If offered a position with Outback, how long would you plan to remain with us? _____

*23. Please explain any specialized training or course work you have completed that relates to the position for which you are applying. _____

24. We have specific requirements for personal appearance for both the dining room and kitchen: clean, proper work apparel, no excessive jewelry or makeup, and good general hygiene. Are you willing to comply with these requirements? Yes No

25. Under what circumstances would you not feel comfortable serving alcohol? _____

***You may omit any information indicating legally protected characteristics.**

Please complete the information requested below regarding your work history. Please do not write "See Résumé."

EMPLOYMENT HISTORY

	Current or Most Recent Employer	Previous Employer	Previous Employer
NAME OF EMPLOYER			
ADDRESS/LOCATION			
MAY WE CONTACT THIS EMPLOYER? IF NO, PLEASE EXPLAIN.	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
SUPERVISOR'S NAME			
PHONE NUMBER			
LENGTH OF EMPLOYMENT	From _____ To _____ Month/Year Month/Year	From _____ To _____ Month/Year Month/Year	From _____ To _____ Month/Year Month/Year
POSITION(S) HELD			
DESCRIPTION OF DUTIES AND RESPONSIBILITIES			
HOURLY PAY RATE	Start _____ Last _____	Start _____ Last _____	Start _____ Last _____
AVERAGE NUMBER OF HOURS WORKED PER WEEK			
REASON FOR LEAVING			

Optional: Emergency Contact Information

Please list the person we should contact in case of an emergency. Name: _____ Phone: _____

Applicants in California, Connecticut, District of Columbia, Georgia, Hawaii, Illinois, Massachusetts, Nevada, New York, and Washington should read the following information BEFORE answering question 14:

California: Do not identify convictions under California Health & Safety Code §§11357(b) or (c), 11360(b) (formerly subdivision (c) of section 11360), 11364, 11365, or 11550 related to marijuana offenses that occurred two or more years before the submission of this employment application.

Connecticut: Applicants are not required to disclose the existence of any arrest, criminal charge, or conviction, the records of which have been erased pursuant to section 46b-146, 54-76o or 54-142a. 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 nolle, 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 46b-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.

District of Columbia: Do not identify a conviction that is more than ten (10) years old at the time of making this application.

Georgia: Do not identify any verdict or plea of guilty or nolo contendere that was discharged by the court under Georgia's First Offender Act.

Hawaii: Do not answer this question at this time. You will only have to answer this question if you receive a conditional offer of employment. At that time you will be asked whether you have been convicted of a crime within the past ten years, excluding any period of time when you were in jail.

Illinois: Pursuant to 20 ILCS 2630/12 and 705 ILCS §405/5, applicants are not obligated to disclose sealed or expunged records of conviction or arrest, including juvenile records.

Massachusetts: Do not answer this question at this time. The Company reserves the right to inquire into criminal convictions during the interview process or as part of a criminal background check. At that time, a candidate with a sealed record on file with the Commissioner of Probation may answer "no record" with respect to an inquiry relative to prior arrests, criminal court appearances, or convictions. In addition, a candidate may answer "no record" with respect to any cases of delinquency or as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution. Massachusetts candidates should not disclose information regarding first-time misdemeanor convictions for drunkenness, simple assault, speeding, minor traffic violations, affray or disturbance of the peace. Finally, Massachusetts applicants should not disclose convictions for other misdemeanors where the date of conviction or the end of any period of incarceration was more than five years ago unless there have been subsequent convictions within those five years.

Nevada: The discharge and dismissal of certain first time drug offenses, after the accused has completed probation and any required treatment or educational programs, does not constitute a conviction for purposes of employment. An applicant may not be held guilty of perjury or for giving a false statement for failing to acknowledge or disclose the arrest, indictment or trial in response to any inquiry.

New York: You may answer "no record" concerning any criminal proceeding that terminated in your favor, per section 160.50 of the New York Criminal Procedure Law; any criminal proceeding that terminated in a "youthful offender adjudication," as defined in section 720.35 of the New York Criminal Procedure Law; and any conviction for a "violation" that already has been sealed by the court, per section 160.55 of the New York Criminal Procedure Law.

Washington: Do not identify any conviction that is more than ten (10) years old at the time of making this application, unless some period of incarceration resulting from that conviction took place within the last ten years.

In Rhode Island, smoking is prohibited in enclosed areas within places of employment.

Note to Massachusetts Applicants:

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.

Note to Maryland Applicants:

UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.

If employed, I hereby agree to abide by all policies and rules of Outback Steakhouse, Inc., including those addressing job-related appearance and grooming standards. I understand that these policies and rules may be amended or revised by the Outback Steakhouse, Inc., at any time and that nothing in this application creates, or will create, an express or implied contract of employment between the Outback Steakhouse, Inc., and me. I understand that false, misleading, or omitted information in my application, resume, or interview(s) may result in discharge.

Signature _____

Date _____

Attention: All HOURLY applications must be returned to an Outback restaurant. All MANAGEMENT applications must be returned to a Joint Venture Partner. (Please DO NOT submit a MANAGEMENT application to an Outback restaurant.)

FOR OUTBACK OFFICE USE ONLY
CANDIDATE, PLEASE DO NOT WRITE ON THIS PAGE

Describe the following working conditions to the candidate:

- How much trainees earn Tip share Teamwork expectations (Give example)
 Non-smoking environment Hours (early, late shifts) Management team structure and tenure
 Bussers do dishes Possible cross-training 2-3 table stations

Review our benefits and background:

- Meal program Vacation policy Pay every two weeks History of Outback
 Growth plans Simple uniform Opportunity (cross-training, new restaurants, advancement)
 Dinner only Insurance details

HOURLY EMPLOYMENT VERIFICATION

	Employment Verification #1	Employment Verification #2
Date of Employment Verification		
Conducted by		
Company		
Name of Supervisor		
Supervisor's Title		
Phone Number		
"Mr./Ms. (Name) has applied for employment with us. I would like to verify some of the information given to us. When did he/she work for your company?"	From: _____ / _____ Mo. Yr. To: _____ / _____ Mo. Yr.	From: _____ / _____ Mo. Yr. To: _____ / _____ Mo. Yr.
"Would you re-employ him/her?"	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
"What was his/her job with you?"		
"He/she says compensation was \$ _____. Is that correct?"	<input type="radio"/> Yes <input type="radio"/> No \$ _____	<input type="radio"/> Yes <input type="radio"/> No \$ _____
"Why did he/she leave your company?"		
"I would like to talk to another individual who worked closely with (Name). Who can you recommend and how can I contact him/her?"	Name _____ Position _____ Phone # _____	Name _____ Position _____ Phone # _____
Additional Comments		

Management Recommendation: Continue Discontinue _____ Manager _____ KM