

MITCHELL'S  
STEAKHOUSE  
COLUMBUS

EST. 1912  
MITCHELL'S  
FISH MARKET  
SEAFOOD RESTAURANT & BAR

RUTH'S  
STEAK HOUSE

EST. 1946  
COLUMBUS  
FISH MARKET  
SEAFOOD RESTAURANT & BAR

CAMERON'S  
STEAKHOUSE

**APPLICATION FOR EMPLOYMENT**



## APPLICATION FOR EMPLOYMENT

PLEASE PRINT ALL INFORMATION  
REQUESTED EXCEPT SIGNATURE

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

### PERSONAL INFORMATION

Name: Last				First		Middle	
Present Address			City		State	Zip Code	
Previous Address (If at Current Address less than 1 Year)			City		State	Zip Code	
Home Phone No. ( )		Other Phone No. ( )			E-mail Address		
Referral Source: <input type="checkbox"/> Ad <input type="checkbox"/> Friend <input type="checkbox"/> Website <input type="checkbox"/> Walk in <input type="checkbox"/> Recruiter <input type="checkbox"/> Other: _____							

### EMPLOYMENT DESIRED

Position applying for:		Availability Date:		Salary/Wage Desired	
Are You Currently Employed? <input type="checkbox"/> Yes <input type="checkbox"/> No	If So, May We Inquire Of Your Present Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No		Are you over 18 years of age? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Have you previously applied at Ruth's Chris Hospitality Group? <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes give Dates: _____			Have you previously been employed at Ruth's Chris Hospitality Group? <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes give Dates: _____		
Can You Travel If A Job Requires It? <input type="checkbox"/> Yes <input type="checkbox"/> No			Are You Willing To Relocate? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Available For Work:					
Days? <input type="checkbox"/> Yes <input type="checkbox"/> No	Nights? <input type="checkbox"/> Yes <input type="checkbox"/> No	Saturdays? <input type="checkbox"/> Yes <input type="checkbox"/> No	Sundays? <input type="checkbox"/> Yes <input type="checkbox"/> No		

If hired, can you prove that you are legally permitted to work in the United States?  Yes  No

Have you ever been convicted of any crime? (Exclude convictions for marijuana-related offenses for personal use more than two years old; convictions that have been sealed, expunged or legally eradicated, and misdemeanor convictions for which probation was completed and the case was dismissed.)  Yes  No

If yes, please briefly describe the nature of the crime(s), the date and place of conviction and the legal disposition of the case:

*Ruth's Chris Hospitality Group will not automatically deny employment to any applicant solely because the person has been convicted of a crime. The company however, may consider the nature, date and circumstances of the offense as well as whether the offense is relevant to the duties of the position applied for.*

## EDUCATION

Type of School	Name/City/State	Did You Graduate? / Degree Obtained	Major Courses Studied
High School			
College/ University			
Graduate/ Professional			

## FORMER EMPLOYERS

**Start with your present or last job, include volunteer activities. Exclude organization names which indicate race, religion, sex, national origin, handicap or disability.**

1. Name of Employer		Last position held:		Start Date	End Date
Address:		Phone		Last Supervisor	
Salary/Wage:	Describe Duties			Reason for Leaving	
2. Name of Employer		Last position held:		Start Date	End Date
Address:		Phone		Last Supervisor	
Salary/Wage:	Describe Duties			Reason for Leaving	
3. Name of Employer		Last position held:		Start Date	End Date
Address:		Phone		Last Supervisor	
Salary/Wage:	Describe Duties			Reason for Leaving	

**Please read carefully before signing this form**

"I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, falsified statements on this application shall be grounds for dismissal.

I authorize investigation of all statements contained herein, the employers listed above, and given references to give you any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release the company from all liability for any damage that may result from utilization of such information.

I also understand and agree 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, unless it is in writing and signed by an authorized company representative."

I understand that upon receiving a job offer my employment with the company shall be probationary for a period of (90) days. I further understand that my employment is at will and may be terminated by the company or by me, the employee, at any time, for any reason, with or without notice.

I have read and understood the importance of these provisions and willingly agree to them.

DATE \_\_\_\_\_ SIGNATURE \_\_\_\_\_

**Ruth's Chris Hospitality Group is an Equal Opportunity Employer. Decisions concerning employment opportunity are not made on the basis of race, color, sex, religion, national origin, citizenship, age, disability or any other basis not permitted by law.**



**Name of Applicant:** \_\_\_\_\_

It is the practice of Ruth's Chris Steak House to complete a background inquiry and obtain references from previous employers and personal references.

To facilitate this reference process, please complete the information listed below:

**Business References:**

Name of Current Employer	Person to Contact & Title	Telephone Number
_____	_____	_____

Name of Previous Employer	Person to Contact & Title	Telephone Number
_____	_____	_____

Name of Previous Employer	Person to Contact & Title	Telephone Number
_____	_____	_____

**Personal References:**

Name of Personal Reference	Relationship	Telephone Number
_____	_____	_____

Name of Personal Reference	Relationship	Telephone Number
_____	_____	_____

Name of Personal Reference	Relationship	Telephone Number
_____	_____	_____

**AUTHORIZATION**

I authorize investigation of all statements contained herein and the references and employers listed above to give you any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release the company from all liability for any damage that may result from utilization of such information.

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

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

**DISCLOSURE AND CONSENT FORM (to be completed by applicants)**

**Please Print or Type**

Last Name \_\_\_\_\_ First \_\_\_\_\_ Middle \_\_\_\_\_

Social Security # \_\_\_\_\_ Date of Birth \_\_\_\_\_

Present Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

I understand that, in connection with my application for employment with **Ruth's Chris Steak House** ("the Company"), the Company may request a consumer report or an investigative consumer report from a consumer reporting agency, and that any such report(s) will be used solely for employment-related purposes. I understand that if a report is requested, the source of the report will be **HireRight, Inc., located at 2100 Main Street, Suite 400, Irvine, CA 92614.**

I understand that the nature of this investigation will be to determine if I possess the minimum qualifications and background necessary for the position for which I have applied. I further understand that the scope of this investigation may include a number of sources including, but not limited to, a review of records such as criminal conviction records, Department of Motor Vehicle records, military records, school records, and communications with my current and past employers, and professional and personal references. I understand that if the Company hires me, it may request a consumer report or an investigative consumer report about me for employment-related purposes during the course of my employment. The scope of this investigation will be the same as the scope of a pre-employment investigation, and that the nature of such an investigation will be my continuing suitability for employment, or whether I possess the minimum qualifications necessary for promotion or transfer to another position. I understand that my consent will apply throughout my employment, unless I revoke or cancel my consent by sending a signed letter or statement to the Company at any time, stating that I revoke my consent and no longer allow the Company to obtain consumer or investigative consumer reports about me.

I understand that I am being given a copy of the "Summary of Your Rights under the Fair Credit Reporting Act" prepared pursuant to 15 U.S.C. section 1681(g)(c). If I am applying for employment in the State of California or if I am a resident of California at the time of applying for employment, a summary of the provisions of California Civil Code section 1786.22 is also being provided to me with this form.

This Disclosure and Consent form, in original, faxed, photocopied or electronic form, will be valid for any reports that may be requested by the Company.

Dated:

Applicant's Signature

\_\_\_\_\_

Print Name

\_\_\_\_\_

**CALIFORNIA, MINNESOTA AND OKLAHOMA APPLICANTS ONLY:**

I want to receive a free copy of any Consumer Report on me that is requested.

Yes       No

*Our hiring policy is simple:*  
**WE FOLLOW THE LAW!**

**This company hires lawful workers only –  
U.S. citizens or nationals and non-citizens with valid  
work authorization – without discrimination.**

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Federal immigration law requires all employers to verify both the identity and employment eligibility of all persons hired to work in the United States.

In its efforts to meet the law's requirements, this company is participating in the Basic Pilot program established by the Department of Homeland Security and the Social Security Administration (SSA) to aid employers in verifying the employment eligibility of all newly-hired employees. Our participation in the pilot program does not exempt us from the obligation to complete a Form I-9 for everyone we hire.

For additional information on the verification program contact the:

Department of Homeland Security  
USCIS/SAVE Program  
111 Massachusetts Avenue, 2nd Floor  
Washington, DC 20001  
Phone (888) 464-4218