



**EMPLOYMENT APPLICATION**

Snow Summit, Incorporated  
 PO Box 77 - 880 Summit Blvd  
 Big Bear Lake, CA 92315  
 909 - 866 - 5766

**2011/2012**

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_:\_\_\_\_\_  
 OFFICE USE ONLY - PLEASE DO NOT WRITE ON THESE LINES

Employee Services

Big Bear Mountain Resorts is proud to be an equal employment opportunity employer. All personnel and employment decisions including, but not limited to recruitment, hiring, training, promotion, transfers, privileges, compensation, benefits, discipline, and discontinued employment, are made without regard to race, color, religion, gender, gender identity, pregnancy, sexual orientation, age, national origin, citizenship status, ancestry, physical or mental disability, genetic characteristics, marital status, medical condition (cancer-related condition), Vietnam Era veteran status, disabled veterans status, or any other protected classification, unless required by law or regulation. We comply with ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential function of the job.

Big Bear Mountain Resorts only hires people who are 18 years of age or older. Hiring may be subject to passing a background check, passing a job-related skills test, passing a pre-placement physical screening, and/or verification of minimum age and legal right to work in the United States. All job applicants in safety sensitive positions may be required to take a drug and/or alcohol test prior to employment and will be subject to random drug testing throughout employment.

All information provided on applications, hiring documents and other Company documents must be complete and accurate. Falsification or misrepresentation of any requested information may result in disciplinary action, including discharge if hired.

Please complete this six page application in its entirety and answer all questions completely. Pages 1 - 4 must be fully completed to be considered for employment. All 6 pages of the application pack must be submitted with the application or it will be considered incomplete. Resumes may be attached to the package as additional documentation for consideration, but may not be submitted in lieu of this application.

<b>Last Name</b>		<b>First Name</b>		<b>Middle Name</b>	
Mailing Address	Street	City,	State,	Zip	
Physical Address	Street	City,	State,	Zip	
Telephone Number(s) - INCLUDING AREA CODE			E-mail address		
Alternative Contact - Name and Telephone Number - INCLUDING AREA CODE				<b>TODAY'S DATE</b>	

I'm interested in working at: **Bear Mtn**  **Snow Summit**  **Either**  **Seasonal Full Time**  **Seasonal Part Time**

I'm available to work: **Indoors**  **Outdoors**  **Weekdays**  **Weekends**  **Nights**  **Anytime**

**Position(s) applied for:** \_\_\_\_\_

Other Departments or Positions of Interest: \_\_\_\_\_

Have you ever applied to Snow Summit?  \*Yes  No - Have you ever worked for Snow Summit?  \*Yes  No

Have you ever applied to Bear Mountain?  \*Yes  No - Have you ever worked for Bear Mountain?  \*Yes  No

\*If Yes; When: \_\_\_\_\_ Position: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Have you ever worked or applied under another name ? .....  \*Yes  No

\*If Yes; What name(s) : \_\_\_\_\_

**Are you at least 18 years of age ?** Big Bear Mountain Resorts only hires people who are 18 years of age or older.  Yes  No

**If hired, can you submit verification of your legal right to work in the USA ?**  Yes  No

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**Except for offenses pertaining to marijuana more than two years ago, HAVE YOU EVER been convicted of a crime, felony or misdemeanor?** A conviction includes a plea, verdict, or finding of guilt regardless of whether sentence was imposed by the court.

(You may exclude those convictions which have been judicially sealed, expunged or statutorily eradicated. You may exclude information regarding a referral to, or participation in, any pre-trial or post-trial diversion program. You may also exclude a misdemeanor conviction for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed.)

**\*If "YES", provide all four (4) of the following answers:**

**Yes\***       **No**

1. Nature of the crime(s)   2. Conviction Date   3. Where convicted   4. Disposition of the case:

*NOTE: A conviction will not necessarily disqualify you from employment. Each case will be considered on its own merits.*

**ARE YOU CURRENTLY on bail or your own recognizance pending trial for any crime, felony, or misdemeanor?**

\*If "YES", please explain. (An affirmative response will not necessarily disqualify you from employment.)

**Yes\***       **No**

**EDUCATION:** Circle highest grade completed: **High School:** 9 10 11 12 **Years of college:** 1 2 3 4

**Are you presently employed ?** .....

**Yes\***       **No**  
 **Yes**       **No**

\*If you are presently employed, may we contact your present employer ? .....

**EMPLOYMENT HISTORY:**

List below all present and past employment starting with your most recent employer (*last 7 years is sufficient*).

*You must complete this section even if attaching a resume. If you need more space, please ask for a Supplemental page.*

<b>Name of Employer:</b>		<b>From - - To Dates:</b>	<b>Final Wage:</b>
<b>Address (Include City and State):</b>		<b>Phone:</b>	<b>Supervisor:</b>
<b>Position:</b>	<b>Reason for leaving:</b>		
<b>Name of Employer:</b>		<b>From - - To Dates:</b>	<b>Final Wage:</b>
<b>Address (Include City and State):</b>		<b>Phone:</b>	<b>Supervisor:</b>
<b>Position:</b>	<b>Reason for leaving:</b>		
<b>Name of Employer:</b>		<b>From - - To Dates:</b>	<b>Final Wage:</b>
<b>Address (Include City and State):</b>		<b>Phone:</b>	<b>Supervisor:</b>
<b>Position:</b>	<b>Reason for leaving:</b>		

Complete this application in its entirety and answer all questions completely. Pages 1 - 4 must be fully completed to be considered for employment.

Please describe any special skills and experience you have and/or any special equipment you operate (unless such information might indicate race, religion, age, gender, or any other protected classification):

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Have you ever been discharged or asked to resign from employment?  Yes\*  No  
\*If yes, please explain the circumstances.

Do you operate a motor vehicle? .....  Yes  No\*  
\*If No, do you have adequate transportation available? .....  Yes  No  
Do you have a VALID Driver License? .....  Yes  No

Who or How were you referred to the resort ? \_\_\_\_\_

Please list the Name(s), Department(s), and Relationship(s) of any relatives who work here:

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**CERTIFICATION - PLEASE READ CAREFULLY**

I certify, under penalty of perjury, that all of the above information is accurate and complete, and I understand that any misrepresentation, falsification, or omission of information may result in denial of employment or, if hired, may result in termination of my employment.

\_\_\_\_\_ **←(Initial here** to verify that you have read and understand the contents of this paragraph)

**I understand that any offer of employment is NOT FINAL and is CONTINGENT upon the following conditions:**

- 1. Some job positions require licensing, certifications and/or other documentation, such as a valid California Driver License, or Background Check; refer to the current Job Summary Listing;
- 2. All job applicants in safety sensitive positions may be required to take a drug and/or alcohol test prior to employment and will be subject to random drug testing throughout employment.
- 3. Completion of a post-offer physical screening to determine my ability to perform essential job functions and/or any accommodations needed for me to perform those job functions;
- 4. Review and approval by the appropriate Manager and Employee Services Department;

\_\_\_\_\_ **←(Initial here** to verify that you have read and understand the contents of this paragraph)

I understand that if a job offer is made by Snow Summit, Inc. it will be contingent upon a post-offer Physical Screening to determine my ability to perform essential job functions and/or any accommodations needed for me to perform those job functions.

\_\_\_\_\_ **←(Initial here** to verify that you have read and understand the contents of this paragraph)

Complete this application in its entirety and answer all questions completely. Pages 1 - 4 must be fully completed to be considered for employment.

I understand that employment with Snow Summit, Inc. is for no specific period of time. Start and End dates, as well as hours of work are all subject to weather conditions and levels of operation and can and will vary. Employment may be terminated by either me or the company, at any time and for any reason, with or without cause or advance notice. I understand that I am applying for SEASONAL WORK and that my employment will terminate no later than the end of the current operating season.

\_\_\_\_\_ **←(Initial here** to verify that you have read and understand the contents of this paragraph)

I expressly agree and understand that, if employed, my employment will be AT-WILL. That is, if employed, at all times during my employment, both Snow Summit, Inc. and I reserve the right to terminate my employment and compensation with or without cause and with or without notice, at any time. I further understand that the at-will nature of my employment can only be modified by an express written agreement with Snow Summit, Inc. signed by its President and me. I understand that this at-will employment relationship cannot be modified by any oral or implied agreement or by any person, statement, act, series of events, or pattern of conduct.

\_\_\_\_\_ **←(Initial here** to verify that you have read and understand the contents of this paragraph)

I further agree that, if hired, upon termination of my employment, I will promptly return all property in my custody belonging to Snow Summit, Inc., including, but not limited to, keys, uniforms, and equipment.

\_\_\_\_\_ **←(Initial here** to verify that you have read and understand the contents of this paragraph)

I authorize Snow Summit, Inc. to investigate my qualifications for employment by contacting my former employers, references, and any and all other persons and organizations for information related to my qualifications. I further authorize those contacted to give the company (without further notice to me) any and all information, letters, reports, or other documents bearing upon my qualifications for employment. In addition, I hereby release Snow Summit, Inc., my former employers, and all other persons, corporations, partnerships, and associations from any and all claims, demands, and/or liabilities arising out of or in any way related to such investigation or disclosure.

\_\_\_\_\_ **←(Initial here** to verify that you have read and understand the contents of this paragraph)

Should a search of public records (for example, records documenting an arrest, indictment, conviction, motor vehicle driving records, civil judicial action, tax lien, or outstanding judgment) be conducted by Snow Summit, Inc.. employees, I am entitled to copies of any such public records, unless I waive receipt by marking the box below. If I am not hired as a result of such information, I am entitled to, and will receive, a copy of such records even if I have checked the box below.

\_\_\_\_\_ **←(Initial here** to verify that you have read and understand the contents of this paragraph)

I waive receipt of a copy of any public record described in the paragraph above.

**I further understand that the Employee Services Department will notify me of my status.**

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

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# CONTINGENT EMPLOYMENT OFFER



\_\_\_\_\_  
NAME OF APPLICANT

(APPLICANT SHOULD FILL IN NAME ABOVE ONLY. THE REST OF THIS PAGE TO BE COMPLETED BY SUPERVISOR MAKING THE CONTINGENT JOB OFFER, NOT APPLICANT)

## THIS SECTION IS TO BE COMPLETED BY THE DEPARTMENT SUPERVISOR MAKING A CONTINGENT JOB OFFER FOLLOWING A PRE-HIRE INTERVIEW

*I conducted a **Pre-hire Interview** with the person above in regards to employment this season. Based on the interview, I recommend that she/he be offered a position in my department.*

- I am recommending the **SAME** position and pay rate previously held in my department.
- I am recommending a **NEW** position and/or pay rate as indicated in the box(s) checked below.
- I am recommending a **Full-Time** position (hours of work are subject to weather and levels of operation).
- I am recommending a **Part-Time** position (hours of work are subject to weather and levels of operation).

New Position \_\_\_\_\_  New Pay Rate \$ \_\_\_\_\_

\_\_\_\_\_ # \_\_\_\_\_  
Department Name Department #

\_\_\_\_\_  
Supervisor Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
*Supervisor Signature*

## \*THIS SECTION TO BE COMPLETED BY THE DEPARTMENT MANAGER\*

I approve this recommendation and authorize a contingent job offer. \_\_\_\_\_

\_\_\_\_\_  
*Manager Signature*



## EQUAL EMPLOYMENT OPPORTUNITY DATA

Big Bear Mountain Resorts  
Snow Summit, Incorporated  
PO Box 77 - 880 Summit Blvd  
Big Bear Lake, CA 92315  
909-866-5766

**Please do not put your name anywhere on this sheet.**

State and federal law requires employers to obtain information from each job applicant concerning the applicant's race, sex, national origin, and the job for which the applicant is applying. This form is used to provide each applicant with an opportunity to furnish such information **voluntarily**. Accordingly, if you decide not to provide the information, your decision will not be held against you. All information that is provided will be used for record-keeping purposes only and will be kept separate from your application. Furthermore, such information will not be used for any discriminatory purpose.

**This Page must be submitted with the application whether fully completed or not.**

**If you choose to provide the information, please complete the following:**

Position(s) Applied For: \_\_\_\_\_

GENDER: Male  Female

Race/Ethnicity: Native American or Alaskan Native \_\_\_\_\_

Asian or Pacific Islander \_\_\_\_\_

Black (not of Hispanic origin) \_\_\_\_\_

Filipino \_\_\_\_\_

Hispanic \_\_\_\_\_

White/Caucasian  
(not of Hispanic origin) \_\_\_\_\_

Other (please specify) \_\_\_\_\_

National Origin: \_\_\_\_\_

This page is part of the entire 6 page application pack and must be submitted with the application. Pages 1 - 4 must be fully completed to be considered for employment.

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