



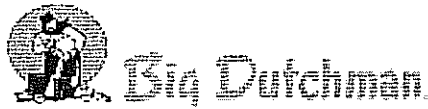
Big Dutchman.

Dear Applicant,

Please read all the questions carefully. All questions must be filled out completely to be considered for a position.

Thank you,

Beth Velderman
HR Manager



3900 John F Donnelly Drive
Holland, MI 49424
(616) 392-5981

APPLICATION FOR EMPLOYMENT
Big Dutchman, Inc. is an Equal Opportunity Employer

PERSONAL INFORMATION

Name _____ Date _____
Last First Middle

Any Other Name You Have Used in Connection with Employment, Education, U.S. Military Service, or any Criminal Conviction or Pending Felony Charge: _____

Present Address: _____
Street City State Zip

Permanent Address: _____
Street City State Zip

Phone No : _____ Are you 18 years or older? Yes _____ No _____

Are you eligible to work in the United States? Yes _____ No _____

Describe any U.S. Military Service (Branch, Rank, Nature and Date of Discharge) _____

Are you presently in the National Guard or Reserve? (If so, identify unit and any service obligations). _____

Have you ever been convicted of a crime or are you presently charged with a felony? If so, where and when, and explain circumstances _____

EMPLOYMENT DESIRED

Position _____ Date you can start _____ Salary desired _____

Are you employed now? _____ If so, may we inquire of your present employer? _____

Have you ever applied to this Company before? _____ Where? _____ When? _____

Have you ever worked for this Company before? _____ Where? _____ When? _____

Relatives employed by Company? Yes _____ Who? _____ No _____

Do you have any activities, commitments or responsibilities (for example, school, other employment, etc.) which might, in any way, interfere with your ability to work full time, including overtime, in the position for which you are applying? _____

FORMER EMPLOYMENT

(List below the last four employers, starting with the last one first.)

Date (Month & Year)	Name and Address of Employer	Reason for Leaving	Salary	Position
From _____ To _____	_____	_____	_____	_____
From _____ To _____	_____	_____	_____	_____
From _____ To _____	_____	_____	_____	_____

Describe fully the nature of the work in your present (or most recent) job: _____

Which of your jobs did you like best _____
Why? _____

What special skills or knowledge do you have which will aid you in qualifying for employment (include computer, tools and machines): _____

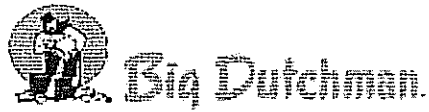
EDUCATION	Name and Location of School	Subjects Studied	Number of Years Attended	Did you Graduate?
Grammar School	_____	_____	_____	_____
High School	_____	_____	_____	_____
College Trade, Business or Correspondence School	_____	_____	_____	_____

REFERENCES (Give the names of three persons **not** related to you, whom you have known at least one year.)

Name	Address	Business	Years Acquainted
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

In case of emergency
notify: _____

Name	Address	Phone No.
_____	_____	_____



READ CAREFULLY AND SIGN BELOW IF YOU AGREE TO THESE TERMS OF EMPLOYMENT:

1. I understand and agree that if I become an employee of Big Dutchman (the "Employer") my employment will be "at will" and may be terminated by me or the Employer at any time for any cause or no cause. I understand and agree to the Employer's policy that the Employer's decisions on all employment related matters are final, and are not subject to review or appeal outside the Employer except as required by laws providing or requiring employers to provide specific employment standards and rights.

2. I agree that the contents of any lockers, desks or other Employer property I may be using, and of any of my own property I bring onto the Employer's premises (including without limitation cars, packages and purses) may be inspected by the Employer at any time. I also understand and agree that any information that I create, receive, or store on the employer's e-mail, voice mail, computer and other electronic systems is subject to monitoring and review by the Employer. I understand that there is no expectation of privacy in any of these areas or systems, and I waive and promise not to make any claims against the Employer (or its-employees, directors, owners or agents) relating to such inspection.

3. I agree to submit to physical examinations permitted by law before and during my employment by a health care professional, at the request and expense of the Employer, and I agree to disclose completely all information lawfully requested at such examinations about my physical and mental condition and medical history. I also agree that before and during my employment, at the request and expense of the Employer, I will cooperate in such lawful medical tests (including blood, urine, or other testing) as the Employer requests to check for drugs or alcohol in my system. I waive and release and promise not to make any claims against the Employer (or any testing agency retained by it, or their employees, directors, owners and agents) relating to any such testing, or from lawful decisions made regarding my employment or termination of employment based upon the results of such testing or analysis.

4. I agree that except as prohibited by statute the Employer may, during or after my employment, disclose or discuss any information or opinions relating to me or my employment to employees of the Employer or third parties. I waive written or other notice of any such disclosure (including disclosure of disciplinary matters), and I release and promise not to make any claims against the Employer (or its employees, directors, owners or agents) relating to any such disclosure or discussion.

5. I will not disclose to anyone or use for my own purposes any non-public information about the Employer or any of its affiliated companies or about their business, customers (including customer names and information) or employees. I also agree that while employed by the Employer I will not, without the Employer's written consent, compete with the Employer or perform any services (as an employee or independent contractor or in any other capacity) for any other person or company which makes or sells (or plans to make or sell) any products or service similar to a product or service offered or being developed by the Employer. I also agree that if I or any member of my family has or acquires an ownership interest in any business which makes or sells (or plans to make or sell) any product or service similar to a product or service offered or being developed by the Employer, I will immediately report such ownership interest to the Employer. If at any time I begin making plans to leave the Employer, I agree to inform the Employer immediately, and not to make any preparations to leave the Employer, or to compete against the Employer, without having so informed the Employer in advance.

6. I agree that except at the request and for the benefit of the Employer, I also agree that I will not make written or other copies of notes regarding these matters except as necessary to perform my job, and I agree that if my employment with the Employer ends, I will deliver to the Employer all material of any kind that I have relating to the Employer, including any such copies or notes. I also agree that I will disclose and assign to the Employer any invention, design or process which I conceive or develop while employed by the Employer relating to the Employer's business or to any product or service offered or being developed by the Employer, and that all such designs or conceptions shall be the property of the Employer.

7. I AGREE THAT ANY CLAIM OR LAWSUIT RELATING TO MY APPLICATION FOR EMPLOYMENT, OR RELATING TO MY EMPLOYMENT WITH THE EMPLOYER OR ANY AFFILIATED COMPANY OR TO THE TERMINATION OF SUCH EMPLOYMENT, MUST BE FILED WITH THE APPROPRIATE GOVERNMENT AGENCY OR COURT WITHIN 6 MONTHS AFTER THE ACT OR OMISSION THAT IS THE SUBJECT OF THE CLAIM OR LAWSUIT, AND I WAIVE ANY STATUTE OF LIMITATIONS TO THE CONTRARY. I UNDERSTAND THAT THIS MEANS THAT EVEN IF THE LAW WOULD NORMALLY GIVE ME THE RIGHT TO WAIT A LONGER TIME TO FILE A CLAIM OR LAWSUIT, I AM WAIVING THAT RIGHT, AND THAT ANY CLAIM OR LAWSUIT NOT FILED WITHIN THE ABOVE 6 MONTHS PERIOD WILL BE BARRED.

8. I understand that this application will only be considered during the first 30 days after I apply. I understand that if I am not offered a position within that time, I must reapply when the Employer is accepting applications if I wish to be considered for an offer of employment at a later date.

9. I agree to the above terms of employment. [I agree that if any of the above terms is ever found to be legally unenforceable as written, such invalidity shall not affect the validity of the rest of this agreement, and such term shall be limited to allow its enforcement as far as legally possible.] I understand and agree that, except as provided above, all benefits, programs; rules and policies of the Employer are subject to exceptions or change at will at any time as decided by the Employer.

Date: _____

Signature of Applicant _____

**3900 John F Donnelly Drive
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(616) 392-5981**

AUTHORIZATION AND WAIVER

I authorize and request my former employers, references, educational institutions, and any credit agencies or reporting services which have information about me, to give Big Dutchman any and all information and opinions about me in their possession and which may lawfully be disclosed. I hereby waive written notice of such release of information and opinions, and I release such former employers, references, educational institutions, and credit agencies or reporting services from any liability or claim relating to such release of information and opinions. I also authorize and request federal, state, and local governmental agencies to release to Big Dutchman any information requested concerning any criminal convictions on my record. A photocopy of this signed authorization and waiver shall be valid as an original.

Dated: _____

Signature: _____