



Because of Sundara's Purpose,
What is your daily personal commitment to wellness, well-being and fitness?

AUTHORIZATION

Federal law prohibits the Company from hiring any person unless he/she presents documents which establish his/her identity and eligibility to work in the United States. Therefore, Sundara Spa will require that each new hire present such documents as a condition of employment.

Sundara Spa is an Equal Opportunity Employer and does not discriminate in hiring or employment, in accordance with the requirement of all applicable state and federal laws on the basis of race, color, creed, sex, natural origin, age or physical or mental disability unrelated to job requirements. You are not required to disclose information about physical or mental disability unrelated to job requirements. You are not required to disclose information about physical or mental abilities, and you may suggest the kind of accommodations appropriate for consideration by Sundara Spa.

I understand that any misrepresentation or omission made in this application will be sufficient cause for cancellation or termination from employment with Sundara Spa. I certify that if employed by Sundara Spa, I will abide by all Company rules and regulations and I certify that I have read the above statements and that the statements I have made on this application are true and correct. I understand that Sundara Spa is in no way obligated to accept employment. I understand that my employment is terminable-at-will, that I am not being employed for any specified time, and that this application is not intended to be a contract for current or continued employment. Sundara Spa is a participant of an "employment-at-will" state.

I understand, agree to and accept all the above conditions in submitting this application.

SIGNATURE: _____ DATE: _____



Applicant Name: _____

CONSENT FOR RANDOM, REASONABLE SUSPICION, OR PRE-EMPLOYMENT

DRUG SCREEN & RELEASE COVENANT

I understand that I may be requested by Sundara Inn and Spa to submit to a screening test for illegal drugs and/or alcohol which includes collection of blood, urine, hair follicle, and/or breath samples and other necessary medical tests to determine the presence or use of alcohol, drugs or controlled substances. The applicant understands that in the event s/he becomes a Sundara employee, s/he may be subject to future reasonable suspicion and random testing in accordance with the Drug, and Alcohol Policy.

I hereby voluntary consent to provide Sundara with samples of blood, urine, hair follicle, and/or breath for such purpose at laboratories designated by Sundara. I consent to having specimens tested at the selected laboratories. Further, I certify that the specimen collected from me will be mine and will not be adulterated or altered in any manner.

The test will be used to detect the presence of the following substances, in addition to other substances for which Sundara may be required to test for under Federal or State law or contractual agreement: Alcohol, Cocaine, Metabolites, Methadone, Amphetamines, Hallucinogens, Phencyclidine (PCP), Benzodiazepines, Barbiturates, Marijuana, Propoxyhene, Opiate derivatives.

I understand that all screening tests for drugs will be subject to careful testing procedures with mandatory confirmation of any preliminary positive test. I further understand that if my test indicates a confirmed positive for illegal drugs, I will not be considered for employment, or in the event I am an employee at the time of the test I may be subject to discipline including termination, in accordance with the Drug and Alcohol policy. I will be given reasonable opportunity to explain confirmed positive test for substance other than illegal drugs. If I provide an unacceptable explanation I will be denied employment.

An applicant, who refuses to submit to drug testing, as provided for in this policy, will not be further considered for employment. Refusal to comply with a random or reasonable suspicion drug screen will be considered a voluntary resignation by the employee.

I understand that I may request a copy of any tests taken, upon receipt of the results by Sundara's Human Resources Department. I understand that the results of these tests and other relevant medical information may be used for employment decisions. I hereby authorize the designated laboratory to release results to Sundara's HR Department. I further agree to hold Sundara, its agents, officers, and employees harmless from, and waive all claims existing and future for any, and all liability (including negligence) arising in connection with the testing for drugs and/or alcohol.

AGREED TO:

Signature: _____ Printed: _____ Date: _____

Sundara Inn and Spa Background Research Release

I certify that all of the statements made by me on this application for employment are true, correct and complete to be best of my knowledge.

Consent to Conduct Background Investigation

As a condition of and in consideration for Sundara Inn and Spa's consideration for this application, I give permission to Sundara to investigate my personal and employment history. I understand that this background investigation will include but is not limited to, verification of all information on this application, interviews with past employees, as well as credit investigations. I further give permission to Sundara to conduct this investigation and to discuss the results of this investigation in connection with my application for employment.

Consent to Contact Past Employers

I give permission to Sundara to contact all employers listed in this application (except those specifically excluded) for references. I further give permission to all current or previous employers and/or managers or supervisors to discuss my relevant personal and employment history with Sundara, consent to the release of such information orally or in writing, and hereby release them all liability and agree not to sue them for defamation or other claims based upon any statements they make to any representative of Sundara. I further waive all rights I may have under state law to receive a copy of any written statement provided by any of my former employers to Sundara. I further agree to indemnify all past employers for any liability they may incur because of their reliance upon this release.

Consent to Contact Government Agencies

I give permission to any agent, attorney or representative of Sundara to receive a copy of any information obtained in the file of any federal, state or local court, governmental agency, law enforcement agency or investigator concerning or relating to me. I further consent to the release of such information and waive any right under state law concerning notification of the request of the request for a release of such information. In the event a state law does not provide for prospective employers to have access to information, I hereby delegate Sundara as my agent for receipt of information. I understand that the scope of this investigation will be limited to criminal and/or civil records that relates to my honesty, integrity, and/or abilities.

Cooperation with Investigation

I agree to fully cooperate in Sundara's background investigation and to sign any waivers or releases that may be necessary to obtain access to relevant information. In the event that any former employer or

federal, state or local governmental agency will not release reference information or criminal history information directly to the employer, I agree to personally request such information to the extent permitted by law.

Falsification Statement

I understand that any falsification or willful omission of fact made in this application or in connection with any background investigation may be sufficient grounds for rejection of application, or, if discovered after an offer of employment, for immediate dismissal.

Employment "AT WILL"

In consideration of my employment, I agree to conform to the rules and regulations of Sundara, and my employment and compensation is "at will" in that they can terminate with or without cause, and with or without notice, at any time, at the option of either Sundara or myself, except otherwise provided by law. I understand that no manager or representative of Sundara, other than the General Manager of Sundara, has authority to enter into any agreement for employment for any specified period of time to make any agreement or contract to the foregoing, and that any promises to the contrary will only be relied upon by me if they are in writing and signed by the GM of Sundara.