



APPLICATION FOR EMPLOYMENT

In compliance with Federal and State equal employment opportunity laws, applicants are considered for positions without discrimination on the basis of race, religion, sex, national origin, citizenship, age, disability, or any other consideration made unlawful by applicable federal, state, or local laws.

Note to Rhode Island Applicants: The Company is subject to Chapters 29-38 of Title 28 of the General Laws of Rhode Island, and is therefore covered by the state's workers' compensation law.

In order for you to be considered for employment, this application must be filled out COMPLETELY. Please write "N/A" if information is not applicable. Résumés, though welcome, should not be submitted in place of the information requested below.

PLEASE PRINT

First Name	Middle Initial	Last Name	Today's Date	
Current Address:	Street/P.O. Box	Apt. #	City	State ZIP
Permanent Address:	Street/P.O. Box	Apt. #	City	State ZIP
Day Phone No.	Evening Phone No.	Alternate Phone No. (<input type="radio"/> Cell <input type="radio"/> Other _____)		
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For which position are you applying?			Date you are available for employment:	
What is the minimum amount of money you expect to make?			\$ _____ /hour	\$ _____ /week

1. If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to work in the United States? Yes No
2. If hired, can you submit proof of legal age to work in this state? Yes No
3. Are you of legal age to serve alcohol in this state? Yes No
4. This question is no longer being asked. Go on to question 5.

5. How many jobs have you held in the last two years? 0 1 2 3 4 or more
6. Have you ever been terminated from a job? Yes No
If yes, how many jobs have you been terminated from? 1 2 3 4 or more
7. You want to work: Part-time (_____ hours per week) Full-time (_____ hours per week)

8. Do you presently have a job that you intend to keep?..... Yes No
9. In the table below, please indicate the days you **CAN** work. **List the earliest and latest times you CAN work.** Please account for travel time to and from other obligations (e.g., sports, classes, meetings, etc.). Being on time for a shift is mandatory.

	MON	TUES	WED	THURS	FRI	SAT	SUN
Earliest time in							
Latest time out							

10. Do you have a reliable means of transportation to and from work for the days and times you are available?..... Yes No
11. Are you available to work holidays and weekends? Yes No
12. We may conduct training on days, or at times, you have other obligations. Is your schedule flexible so you may come to training? Yes No
13. Are you, or do you plan to be, in school or taking courses at any time while working here? Yes No
14. If you have other obligations or commitments that may affect your schedule (such as travel plans) please indicate the particular dates and times that you will be unavailable. _____

(You may omit any information indicating legally protected characteristics such as age, disability, marital status, national origin, race, religion, or gender.)

15. Education

	Name and Location of School	Dates Attended	Last Year Completed	Major/Specialty	Degree Received
High School		(Please leave blank.)	Grade 9 10 11 12	(Please leave blank.)	
College/ Other		From _____ / _____ Month Year To _____ / _____ Month Year			

16. Do you agree not to bring into any Company facility confidential information of any third parties that relates in any way to the restaurant industry, and to keep confidential and not disclose any of the Company's or any third parties' confidential information? Yes No
17. Have you read a job description for the position of interest? Yes No
Do you understand the job requirements? Yes No
18. Can you perform the essential functions required by the job for which you are applying either with or without reasonable accommodations? Yes No
19. Personal References (other than immediate family):

Name	Phone Number	Number of Years Known	Relationship

20. Work History (List your last 3 jobs.)

	Current or Most Recent Job	Previous Job	Previous Job
Company Name			
Address			
Position			
Job Duties (please describe)			
Did you handle cash?	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
Name and Title of Immediate Supervisor			
Phone Number of Immediate Supervisor			
Dates of Employment	____/____ to ____/____ Month Year Month Year	____/____ to ____/____ Month Year Month Year	____/____ to ____/____ Month Year Month Year
Usual number of Hours Worked per Week			
Reason for Leaving			
Weekly Earnings	\$ _____ \$ _____ Starting Ending	\$ _____ \$ _____ Starting Ending	\$ _____ \$ _____ Starting Ending
All employers, including your current employer, may be contacted to verify the information you provide.	May we contact your current employer prior to any offer of employment? <input type="radio"/> Yes <input type="radio"/> No	May we contact this employer prior to any offer of employment? <input type="radio"/> Yes <input type="radio"/> No	May we contact this employer prior to any offer of employment? <input type="radio"/> Yes <input type="radio"/> No

Applicants in California, Connecticut, District of Columbia, Georgia, Hawaii, Massachusetts, and Washington should read the following information BEFORE answering question 4:

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 conviction that is considered a first offender discharge under §42-8-63 of the Georgia Code.

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.

Massachusetts: An applicant for employment with a sealed record on file with the commissioner of probation may answer 'no record' with respect to an inquiry herein relative to prior arrests, criminal court appearances or convictions. In addition, any applicant for employment may answer 'no record' with respect to any inquiry relative to prior arrests, court appearances and adjudications in all 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.

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

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.

Please Read the Following Carefully and Sign Below

I declare that I am qualified to perform all the duties of the position I am seeking. I also declare that the information provided in this Application is correct and that any false statements or omissions will justify my rejection for or dismissal from employment.

I authorize the Company to conduct any necessary investigation regarding my background (including inquiries of me, prior or current employers, schools and other persons, institutions, or businesses, and checking motor vehicle records, court records and criminal records) as it relates to the position I am seeking and to the extent permitted by federal, state, and local law. I agree to complete the requisite authorization forms for the background investigation. I hereby release all parties from any liability in connection with the provision and use of such information. I will agree to a drug test, if permitted by law, to be paid for by the Company. (The results of any drug tests may, consistent with applicable law, be used to make employment decisions, including decisions relating to hiring and continued employment.)

I understand and agree that this application for employment does not create a contract for employment or a guarantee of employment. I understand and agree that if I am hired, my employment is "AT-WILL" which means that my employment is for no definite period of time and either the Company or I may terminate the employment relationship with or without cause at any time, with or without any advance notice. I understand that only the CEO may change the AT-WILL status of any applicant or employee and may only do so in writing.

I understand that any policies or procedures implemented by the Company in the event of my employment do not alter my AT-WILL employment status. I understand that the Company, in its sole discretion, may at any time change its personnel policies and may also change my job description, responsibilities, wages, and benefits.

I HEREBY ACKNOWLEDGE AND UNDERSTAND THE NOTICE AS DESCRIBED ABOVE AND THAT IF I AM HIRED I WILL BE AN AT-WILL EMPLOYEE.

SIGNATURE: _____

DATE: _____