

PEPPERJACK MANAGEMENT, INC. - EMPLOYMENT APPLICATION FORM

PERSONAL INFORMATION:

Name: _____ Phone: _____
 Address: _____ Apt.# _____
 City: _____ State: _____ Zip: _____
 Position Desired: _____ Hourly Rate Expected?: _____
 *Have you ever been convicted of a crime?: Yes: ___ or No: ___
 If yes, please explain: _____
 For positions serving alcoholic beverages: Are you 18 or older? Yes: ___ or No: ___
 Are you legal eligible for employment in the U.S.: Yes: ___ or No: ___
 Have you previously worked for Cheddar's? Yes: ___ No: ___, if yes, please complete the following:
 Dates: From: _____ to: _____ Location: _____
 Reason for Leaving: _____

EDUCATION:

Name of School:	Area of Study:	Degree:

EMPLOYMENT HISTORY:

Company:	Position	Supervisor & Phone:	Dates of Employment:	Reason for Leaving:

AVAILABILITY:

Total hours available per week?: _____

Hours Available: (Please fill out schedule box.)

	M	T	W	TH	F	S	SU
To:							
Fr.:							

Applicant's Signature: _____ **Date:** _____

*Will not necessarily bar one from employment. Factors such as age and time of offense, nature and rehabilitation will be taken into account.

FOR MANAGEMENT USE ONLY:

First Interview: Date: _____ Given By: _____

Second Interview Date: _____ Given By: _____

Comments: _____



PRE-EMPLOYMENT STATEMENT (PLEASE READ VERY CAREFULLY BEFORE SIGNING BELOW)

I understand and voluntarily agree that:

- 1 Federal laws require that employers hire only individuals who are authorized to be lawfully employed in the United States. In compliance with such laws, Pepperjack will verify the status of every individual offered employment with the Company. In this connection, all offers of employment are subject to verification of the applicants identity and employment authorization, and it will be necessary for you to submit such documents as are required by law to verify your identification and employment authorization.
- 2 Any offer of employment I may receive from Pepperjack is contingent upon my successful completion of the company's total pre-employment screening process, including the Company's receiving references that it considers satisfactory, and my satisfactory completion of any post-job offer pre-employment physical examination that the company may require.
- 3 I understand that as a condition of employment, I may be required to undergo and successfully pass a screening of alcohol and/or drugs, if permitted by law to be paid by the company. I also understand and agree that, if employed, I may be required to submit to an alcohol or drug screening at any time at the discretion of Pepperjack, if permitted by law.*
- 4 In processing my application for employment, the company may verify all the information provided by me, or may procure or have prepared a consumer or an investigative consumer report for this purpose concerning, among other things, my prior employment, military record, education, character general reputation, personal characteristics, criminal record, and mode of living. I understand that upon written request to the Company, I will be informed of whether an investigative consumer report was requested and given full information as to the nature and scope of this investigation.
- 5 I authorize and request that all of my present and former employers and those individuals I have listed as personal references furnish information about my employment record, including a statement of the reason for the termination of my employment, work performance, abilities, and other qualities pertinent to my qualifications for employment, hereby releasing them from any and all liability for damages arising from furnishing the requested information.
- 6 In consideration of my employment, I agree to comply with the policies, rules, regulations and procedures of the company and understand that my employment and compensation can be terminated with or without cause or notice, at any time, at the option of either the company or myself. I further understand that no manager or representative of the company, other then the President, has any authority to enter into any agreement with me for employment for any specified period of time or to make any agreement with me from or contrary to any Company policy. I further understand that any such agreement, if made, shall no be enforceable unless it is in writing and signed by me and by the President.
- 7 I declare that I am qualified to perform all the duties of the position I am applying for.
- 8 Should I become involved in a worker's injury claim or any other litigation after employment by the Company, I will allow Pepperjack to supply my employment records to all opposing parties.
- 9 I understand that under the Internal Revenue Service Code; all tips (both cash and those included on credit card slips) received by an employee in the course of employment must be reported to the employer. Employer must collect both income tax and employee's social security tax on tips reported from any wages due the employee.
- 10 I understand (and agree) that Pepperjack, Inc. participates in the practice of tip allocation based upon hours worked if the restaurant does not meet the "minimum of 8% of sales" guideline established by the IRS. And, I further understand (and agree) that Pepperjack approves of the practice of sharing tips among tipped employees. I also understand that tips will be used as a credit against the minimum wage as permitted by federal and/or state law.
- 11 IN CONSIDERATION FOR MY EMPLOYMENT, I agree to keep confidential all information and materials (training and operational), furnished by my employer. I will return any such material at the employer's request, or at the termination of my employment.
- 12 If employed, I will receive Pepperjack policy regarding the responsible sale of alcohol. I will understand the policy, and agree to abide by it.
- 13 If employed I will read and understand Pepperjack's Safety Policy and agree to follow all policies relating to how I can contribute to eliminating accidents. I will cooperate with any investigation of a claim, and get a second medical opinion when requested by Pepperjack in the event I am involved in an accident.
- 14 I agree to conform to all existing and future company rules and regulations and I understand that the company reserves the right to change wages, hours, and working conditions as deemed necessary. I will familiarize myself with such rules, regulations, policies and procedures now or hereafter in effect.
- 15 Finally, I understand that this is only an application for employment and neither an offer of or a contract of employment. No part of this application shall be construed as an offer of employment or an employment contract.

Signature of applicant _____ Date _____

Thanks you for your interest in Cheddar's!

* Employees should note that state and local laws vary with request to the right of an employer to conduct random drug tests on employees. In this connection, check with employment law counsel before engaging in such testing.