

NAME

Last

First

Employment Application



Tahoe Joe's Incorporated does not discriminate on the basis of age, race, religion, color, sex, national origin, marital status, physical or mental disability, affectional preference, ancestry or any other status protected under applicable local, state, or federal laws. All Applicants are given an equal opportunity. Selections are based on job related factors. Anyone needing assistance in completing this application for the position should request such assistance from the application distributor.

Tahoe Joe's Support Center
1044 E. Spruce #105
Fresno, CA 93720
559-277-1242
Fax 559-277-3518

www.TahoeJoes.com

PERSONAL INFORMATION

Date		Home Phone		Email Address	
Last Name		First Name		Middle Name	
Address (Number/Street)		Apt. #	City		State
Position Desired		Have you ever applied or worked for us before? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when?		Work/Message Phone	
How did you learn of this position or choose to apply with us?				Compensation (pay rate) Desired	
Do you have any friends or contacts employed by our company? <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, what are their names?				Are you willing to relocate? Where?	
List any hours/days you are NOT regularly available for work:					
Do you have any commitments to another employer or organization which might affect your employment with us? If yes, explain _____					
Are you over 18 years of age? <input type="checkbox"/> Yes <input type="checkbox"/> No		If no, can you (after employment) submit a work permit? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Have you ever been convicted of a felony(ies)? ¹ <input type="checkbox"/> Yes <input type="checkbox"/> No		If Yes, please explain:			
Do you have a legal right to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If you are offered a job and you are not a citizen, can you submit proof of your legal right to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No				Have you ever been refused a Fidelity Bond? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Have you ever worked for a cafeteria or buffet concept? If Yes, please indicate: <input type="checkbox"/> Yes <input type="checkbox"/> No				Have you ever signed a non-compete agreement with a cafeteria or buffet concept? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Do you have any current or potential ownership interest in any restaurant chain? If Yes, what is the nature of your interest? <input type="checkbox"/> Yes <input type="checkbox"/> No					

EDUCATION AND TRAINING

NAME OF SCHOOL	CITY	STATE	COURSE OR MAJOR SUBJECT	SPECIFIC DEGREE/ CERTIFICATE COMPLETED	GRADUATED	
					YES	NO
High School						
Business or Trade School						
College or University						
College or University						
Graduate Study						
Additional Scholastic Achievements						

REFERENCES

Business references who may be contacted (exclude relatives).		
Name	Address	City and State
Type of Relationship	How long known?	Telephone ()
Name	Address	City and State
Type of Relationship	How long known?	Telephone ()
Name	Address	City and State
Type of Relationship	How long known?	Telephone ()

¹ Only answer as to felonies for which the record has NOT been sealed, expunged, or statutorily eradicated. Answering "yes" will not automatically disqualify you from employment.

EMPLOYMENT HISTORY

PLEASE COMPLETE ENTIRE SECTION. "SEE RESUME" IS NOT AN ACCEPTABLE RESPONSE.

Name of Present or Most Recent Employer			Type of Business	
Address			Telephone	
Immediate Supervisor		Supervisor's Title		May we contact this employer?
Starting Date	Starting Position	Starting Salary	What did you like most about this job?	
Ending Date	Ending Position	Ending Salary	What did you like least?	
Reason(s) for leaving				
Responsibilities Included				
<hr/>				

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Responsibilities Included				
<hr/>				

OTHER POSITIONS HELD (Including Military Service)

Company Name and Address	Position	Start Date	End Date	Start Salary	End Salary	Reason for leaving

SELF EVALUATION

Check appropriate background experience and indicate levels of achievement. If not applicable, indicate N/A.

LEVELS OF EXPERIENCE
HIGH AVERAGE LOW N/A

Guest Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Food Cost Control.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interviewing and Selecting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kitchen Experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ordering/Purchasing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P&L Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scheduling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shift Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervising a Staff of Over 20	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Liquor Cost Control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rank your experience 1-6 in the following areas, 1 being the strongest:

_____ Management _____ Administrative _____ Guest Relations
 _____ Kitchen _____ Maintenance _____ Training

List any outside activities or other skills you possess or any specific training you have received that are related to the job for which you are applying. (i.e., professional memberships, hobbies, etc.) Exclude those indicating age, race, religion, color, sex, national origin, disability, or affectional preference.

What have been your greatest accomplishments in the last three years?

CHECK 3 OF YOUR STRONGEST AREAS:

- Ability to take and follow direction
- Ability to build and develop teams
- Common sense
- Attention to detail
- Commitment
- Discipline
- Energy
- Humor
- Initiative
- Leadership
- Mathematical ability
- Mechanical aptitude
- Organizational skills

ALL MANAGEMENT APPLICATIONS: Briefly describe your management style with respect to how you deal with employees and customers.

As a potential employee, I realize that as a condition of employment I may be required to submit to a drug analysis test. Should I fail to pass a drug analysis test, I know that I may be terminated and no longer considered eligible for employment. Accordingly, I fully understand the implications of the company's policy and hereby release the company from any claims of liability which I may raise as a result of the enforcement of this policy.

By signing and submitting this application, I certify that all the information in this employment application is true and complete. I acknowledge that completing this application does not create an employment relationship. I understand that my employment (if I am hired) may be terminated for any false statement, concealment or failure to answer any question fully and accurately regardless of when it is discovered.

I authorize an investigation of all matters and statements contained in this application as may be deemed relevant to my employment. I further authorize my previous employers and other persons having information regarding me to release such information. I understand that if I am hired, there will be no contract of employment either expressed or implied; I understand that should I be hired my employment may be terminated any time (with or without notice) and with or without cause. I agree that should I become hired, I will be required to comply with all rules, practices, policies and regulations of my employer.

Maryland Applicants Only: "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."

Massachusetts Applicants Only: "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."

X

Signature of Applicant

Date

AUTHORIZATION FOR INVESTIGATIVE BACKGROUND SEARCH

(PLEASE READ CAREFULLY BEFORE SIGNING)

Purpose: The Fair Credit Reporting Act (1971) and various state regulations require that potential employers inform and obtain authorization from applicants prior to conducting an investigative background search. The main objective of conducting an investigative background search is to aid in the employment screening and selection process. It is mainly utilized to verify information provided by the candidate on the application and during the interview process. The information will not be used in a discriminatory manner or in a manner that violates federal, state or local laws or regulations.

Applicant Authorization

I authorize Company to conduct an investigative consumer background search or a consumer report in connection with my application for employment. I understand that inquiries will be made regarding myself, including but not limited to, previous employer verifications, reasons for terminations of past employment verifications, education verifications, consumer credit reports, criminal convictions and/or history verifications, motor vehicle reports, social security trace reports, civil lawsuits, and other information which is contained in public records as well as regarding other reports and experiences. Some inquiries may include information regarding my character, general reputation, personal characteristics and mode of living.

I release all persons, companies, or corporations furnishing such information from all liability, responsibility, claims, actions or lawsuits, excluding only rights established by the Fair Credit Report Act, 15 U.S.C. 1681 et. seq. or analogous state or local law or regulation.

I further acknowledge that I am entitled to receive a free copy of the applicable report before any adverse decision is made based upon information contained within the report.

I understand that the following information is necessary to process my investigative background search. I certify and voluntarily provide the following information is true and correct:

Date of Birth _____ / _____ / _____ (Month, Day, Year)

Driver's License # _____ State _____

Social Security # _____ / _____ / _____

Other Names Used (Including Maiden Name) _____

Home addresses for the past 7 years: (FILL IN COMPLETELY)

<u>Street Address</u>	<u>City</u>	<u>State</u>	<u>Zip Code</u>	<u>County</u>	<u>From Mo./Yr.</u>	<u>To Mo./Yr.</u>

Have you ever been convicted of a felony(ies)?² Yes No

If Yes, please explain situation and state how many _____

If yes: What State? _____ What County? _____

Printed Full Name of Applicant _____ Date _____ / _____ / _____

Signature of Applicant _____

I understand that if I need further information regarding the nature of this investigation I can obtain it from the distributor of this form.

(CA RESIDENTS ONLY) Pursuant to California Code, if a report is obtained it will be mailed to you free of charge.

(MN RESIDENTS ONLY) Do you wish to receive a copy of your consumer report? Yes No

(MO RESIDENTS ONLY) You can ascertain nature, scope and substance of the investigative consumer credit report by promptly sending a written request to the Company after a report is requested.

² Only answer as to felonies for which the record has NOT been sealed, expunged, or statutorily eradicated. Answering "yes" will not automatically disqualify you from employment.