

APPLICATION FOR EMPLOYMENT
MUST BE FILLED OUT COMPLETELY!!

Thank you for your interest in wanting to join our team. I think you will find our approach to hospitality to be different from that of most other operators in the market, and we think this is the secret of our success. Our company has several significant goals:

1. To earn a reputation as the best employer in the area

To achieve this goal we will hire the most qualified people we can find. We will support their development both within and outside the organization. We will talk to them, listen to them, learn from them, pay them well and demand a lot from them. We believe that only a happy and professional team can give the level of personal service we demand.

2. To operate the most successful operations in the market

Our operation will be exciting, diverse, and profitable. We will consistently deliver on our service guarantee of “100% Legendary guest service” and foster high professional standards. We will provide legendary service; the unique and powerful sort of personal care and attention that our guests tell stories about. We will consistently achieve the highest volumes in the market and have a waiting line when our competitors are half full. We will develop a loyal repeat trade. We will find out what our guests want and be sure they are getting it. We will maintain rigid sanitation standards. We will take the lead in addressing the nutritional concerns of our guests. We will continuously re-examine our operations to stay fresh and responsive to our market while being stimulating to our staff.

3. To maintain a personal working relationship with our staff

We believe that the way to achieve the kind of business environment we want is to create a trusting relationship with our team members. In this atmosphere, both staff and the company can work out difficulties and make decisions together. We can not imagine a problem that we can not effectively resolve among ourselves with out the need of a third party.

4. To have a good time

We recognize that people go out to eat because they are looking for a good time and not just a good meal. We will build fun and lightness into our company in the interest of our collective mental health and peace of mind.

We are not just another food service Company, and we are not looking for just another job applicant. This letter will give you an idea of what to expect:

A. Give this application some thought and take your time with it. Be sure to fill it out completely, even if you enclose your resume. If any question does not apply to you, mark N/A so we know you did not avoid the answer. Food service is a business of details and we will only consider people who share our concerns about the importance of handling all the small points.

B. We will verify all information you give us on the application. Any false information will disqualify you from consideration, no matter how talented you may be. Honesty is always the best policy.... especially if you plan on becoming a part of our team.

C. We will verify all your references. If we cannot check your references we cannot consider you for employment, so be sure you list valid names and phone numbers. Please be sure that everyone you list knows to expect a call from us and has permission to talk with us.

D. On the last page of the application we give you the opportunity to give a personal “sales pitch.” We suggest you give it some thought and present a case for yourself. After all, if you don’t believe in yourself, why should we?

E. We take staff selections very seriously. If you are a final candidate, you can expect several written tests. We may ask you to demonstrate your skills and tell us how you would handle some “sticky situations.” We go to this trouble because our goals and standards are very high. If you are good enough to become a part of our staff, you are truly an outstanding individual.

F. We select qualified applicants for every position. We will not discourage you from applying for any position you feel qualified for. We will make selections based on what strengths you bring to our team and how you fit into our operation style. We are looking for people committed to professional excellence and legendary guest service that will make a positive contribution to our company as long as we choose to work together.

G. We expect you to take an active role in your own success and of your CO-workers. It will be a part of our job responsibility to help train you and your CO-workers for positions of higher skill and responsibility.

H. We will regularly evaluate your performance so you know where you stand and how you are doing. The purpose of this is to assist with your development. We will also be asking your CO-workers to give us their impressions of your work and ask you to do the same of theirs. We also have an independent company doing random reviews to assist us in determining where we can best make improvements for the betterment of our guests, yourself and your CO-workers. We do not keep secrets from one another nor do we ignore unproductive behaviors.

Our success comes from delighting our guest and earning their regular patronage. Everything about our company is focused on achieving this goal. We don’t believe in creating any more rules than necessary to ensure that our guests have a great time every time they dine with us. This means that there are no procedures to hide behind and that success is measured by your results rather than by your activities. There is nothing to “get away with.”

Thank you again for your interest and your time. We wish you all the best of luck in the future, whatever direction you take.

Please keep the top 3 pages of this application.
Do NOT return it with you application!

Before an employee can start training they MUST:

- 1.) Complete W-4, I-9, and working papers as required.
- 2.) Receive a manual and a contract of agreement to terms of manual. Agreement must be signed and handed in prior to your first day of training.
- 3.) Prior to your first day of training, Bring \$11, \$5 for a manual deposit, and \$6 to purchase an apron. (Servers and Bussers) The \$5 manual deposit is refundable upon the return of the manual, if you are not offered a position on our Team, or you choose not to accept our employment offer).

Before an employee can start on the floor THEY MUST:

- 1.) Complete a task list with a senior player, and have it signed by a coach.
- 2.) Score a 90% or better on a general question test.
- 3.) Score 90% or better on a computer test.
- 4.) Score 90% or better on breakfast, lunch and dinner menu questions test, for all meals required.
- 4.) Servers must score a 90% or better on a price and abbreviation test, for all meals required. (Quick Serve Only)
- 5.) Follow a senior player for approximately 1-3 shifts, be followed 1-2 shifts by a senior player, and reviewed by a coach
- 6.) Have a complete uniform: Clean uniform, a pad, pens, corkscrew, bank if necessary, great attitude, appearance, and a smile!

APPLICATION FOR EMPLOYMENT

PLEASE PRINT CLEARLY AND COMPLETE ALL INFORMATION

PERSONAL INFORMATION

NAME: _____ DATE: _____

CURRENT ADDRESS: _____
street city state zip

CURRENT DAY PHONE: (____) _____ NIGHT PHONE: (____) _____

SUMMER ADDRESS: _____
street city state zip

SUMMER PHONE: (____) _____ CELL PHONE: (____) _____

SOCIAL SECURITY #: _____ DATE OF BIRTH: _____

EMAIL ADDRESS: _____

The Avon Pavilion opens at 7:00 AM and closes around 11:00 PM. Will you have reliable transportation to meet any schedule? _____

Have you ever been convicted of a felony/crime? _____
If so, please explain. _____

Do you have any friends or relatives working for us? _____
Who? _____

Is there any reason that you may have difficulty in performing all aspects of this position? (Physical/mental disabilities or illnesses?) _____
If so, please explain. _____

Have you ever applied for employment here before? _____ When? _____

DESIRED EMPLOYMENT

POSITION (S): (check all of interest)

- _____ cook/prep cook (must be at least 18 years old as of May 1)
- _____ dishwasher (must be at least 17 years old as of May 1)
- _____ server (must be at least 18 years old as of May 1)
- _____ host/hostess (must be at least 18 years old as of May 1)
- _____ bus person (must be at least 16 years old as of May 1)
- _____ quick serve ice cream parlor (must be 16 years old as of May 1)
- _____ quick serve take out (must be 15 years old as of May 1)
- _____ dessert/coffee person (must be 15 years old as of May 1)
- _____ expediter/food runner (must be 18 years old as of May 1)

DATE YOU CAN START PART TIME: _____ FULL TIME: _____ SALARY DESIRED: _____

SHIFTS / DATES AVAILABLE:

			full time: _____	part time: _____		
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
<input type="checkbox"/> Morning	<input type="checkbox"/> Morning	<input type="checkbox"/> Morning	<input type="checkbox"/> Morning	<input type="checkbox"/> Morning	<input type="checkbox"/> Morning	<input type="checkbox"/> Morning
<input type="checkbox"/> Noon	<input type="checkbox"/> Noon	<input type="checkbox"/> Noon	<input type="checkbox"/> Noon	<input type="checkbox"/> Noon	<input type="checkbox"/> Noon	<input type="checkbox"/> Noon
<input type="checkbox"/> Night	<input type="checkbox"/> Night	<input type="checkbox"/> Night	<input type="checkbox"/> Night	<input type="checkbox"/> Night	<input type="checkbox"/> Night	<input type="checkbox"/> Night
<input type="checkbox"/> Any/All	<input type="checkbox"/> Any/All	<input type="checkbox"/> Any/All	<input type="checkbox"/> Any/All	<input type="checkbox"/> Any/All	<input type="checkbox"/> Any/All	<input type="checkbox"/> Any/All

WILL YOU BE AVAILABLE FOR:

Mother's Day	YES	NO
Memorial Day Weekend	YES	NO
July 4 th Weekend	YES	NO
Labor Day Weekend	YES	NO
First Two Weeks/Weekends in Sept.	YES	NO

Final Date Available to Work: _____

PREVIOUS WORK EXPERIENCE: (MUST BE FILLED OUT COMPLETELY)

(Please start with your most recent position)

Present or Last Employer: _____

Address: _____

Position: _____ Description of Work: _____

Starting Date: _____ Ending Date: _____ Reason for Leaving: _____

Contact Person: _____ Phone: _____ May We Contact? _____

Former Employer: _____

Address: _____

Position: _____ Description of Work: _____

Starting Date: _____ Ending Date: _____ Reason for Leaving: _____

Contact Person: _____ Phone: _____ May We Contact? _____

Former Employer: _____

Address: _____

Position: _____ Description of Work: _____

Starting Date: _____ Ending Date: _____ Reason for Leaving: _____

Contact Person: _____ Phone: _____ May We Contact? _____

EDUCATION HISTORY:

High School: _____ Number of Years Completed: _____ GPA: _____

Graduation Date/Year: _____ Relevant Classes / Experiences: _____

College: _____ Number of Years Completed: _____ GPA: _____

Graduation Date/Year: _____ Relevant Classes / Experiences: _____

Other: _____

EXTRA CURRICULAR ACTIVITIES:

SPECIAL PROGRAMS COMPLETED:

**HOW CAN YOU MAKE A DIFFERENCE AT THE AVON PAVILION?
Be creative and tell us why you would like to be part of our team.**

I certify that the information above is complete and accurate to the best of my knowledge. I authorize the individuals, companies, and agencies concerned to provide this company and its agents with all information necessary to verify that statements I have made in this application are true and I release them from any liability for doing so. I understand I must receive satisfactory references from previous employers before an offer of employment can be made. I understand that an incomplete or unsigned application will not be considered and that false, incomplete, and misleading statements are grounds for my immediate discharge. I understand that any offer of employment is contingent upon my passing various examinations. I understand that my employment is for no definite or fixed period of time and that neither hours of work, which may be assigned to me at any time nor any other act or circumstances, shall constitute any guarantee of fixed employment.

Signature of Applicant:

Date: