



EMPLOYMENT APPLICATION For Wait, Door, Butcher, & Kitchen Staff

Application Instructions

Thank you for your interest in employment with our company. We appreciate your application and look forward to the possibility of you joining our team. This sheet is for your information. Please keep it for your reference.

Interviews will be given Monday thru Thursday from 2:00-4:00 pm. If this is a problem, please call for an appointment.

Please complete the application forms. **Print and complete all information so it may be easily read.** Be certain that all forms are **COMPLETELY** filled out and that you sign them. Incomplete applications will not be considered. Use the abbreviation "N/A" if a particular provision or section in the form is not applicable to you. **If printing the application online, please complete legibly and bring with you to the interview. No applications are accepted by mail or email, only in person.**

After filling out the application, a manager will interview you briefly. You must complete this interview for any consideration of employment. **DO NOT** leave this application without an initial interview. If time does not allow, return for an interview another day.

Your application will remain in our active files for a reasonable period of time. Should an appropriate opening occur, your application will be reviewed along with those of others. It is not necessary for you to contact this office regarding any job openings after you have completed your application. If you are among the most qualified applicants for a position another interview will be arranged.

Please note:

- There is a two year requirement of continuous employment in a fine dining restaurant with full liquor and wine knowledge for a server's application.
- The state of Texas requires that any person serving alcohol in this restaurant must be eighteen years old. Those applicants for other positions must be sixteen years old.
- Credentials and experience will be verified through schools, former employers, and applicable sources. A Background Check is done on or near the date of hire. A Drug Screening will be required at the time of hiring.
- As an Equal Opportunity Employer, we make decisions to hire and promote without regard to race, color, creed, national origin, sex, physical or mental handicap, or age (as defined by law). Employment decisions are made solely on the basis of qualifications to perform the work for which you are applying. Qualifications include education, training, work experience and maturity.
- Our business is a subscriber to Workers' Compensation of Texas, pursuant to Article 8308, V.A.C.S.

We appreciate your interest.

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The Taste of Texas Restaurant is an equal opportunity employer. This application will not be used for limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law. Should an applicant need reasonable accommodation in the application process, he or she should contact a company representative.

Please fill out all of the sections below:

Applicant Information

Applicant Name: _____

Address: _____

City, State and Zip Code: _____

Telephone Number: _____

Email Address: _____

Date & time of Application: _____

Employment Position

Position(s) applying for: Server (part time)

How did you hear about this position? _____

What days are you available for work? _____

What hours or shift are you available for work? _____

If needed, are you available to work overtime? _____

On what date can you start working if you are hired? _____

Personal Information

Have you ever applied to or worked for Taste of Texas Restaurant before? Yes No

If yes, when? _____

Do you have any friends, relatives, or acquaintances working for Taste of Texas Restaurant? If yes, state name and relationship: Yes No

Will you consent to a mandatory controlled substance test? Yes No

Have you ever been convicted of a criminal offense (felony or misdemeanor)? Yes No

If yes, please state the nature of the crime(s), when and where convicted and disposition of the case: _____

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Job Skills/Qualifications

Please list below the skills and qualifications you possess for the position for which you are applying:

(Note: Taste of Texas Restaurant complies with the ADA and considers reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. It is possible that a hire may be tested on skill/agility and may be subject to a medical examination conducted by a medical professional.)

Education and Training

High School

Name	Location (City, State)	Graduated? (Y/N)	Degree Earned

College/University

Name	Location (City, State)	Graduated? (Y/N)	Degree Earned

Vocational School/Specialized Training

Name	Location (City, State)	Graduated? (Y/N)	Degree Earned

Military:

Are you a member of the Armed Services? _____

What branch of the military did you enlist? _____

What was your military rank when discharged? _____

How many years did you serve in the military? _____

What military skills do you possess that would be an asset for this position?

Previous Employment

Employer Name: _____

Job Title: _____

Supervisor Name: _____

Employer Address: _____

City, State and Zip Code: _____

Employer Telephone: _____

Dates Employed: _____

Reason for leaving: _____

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Employer Name: _____

Job Title: _____

Supervisor Name: _____

Employer Address: _____

City, State and Zip Code: _____

Employer Telephone: _____

Dates Employed: _____

Reason for leaving: _____

Employer Name: _____

Job Title: _____

Supervisor Name: _____

Employer Address: _____

City, State and Zip Code: _____

Employer Telephone: _____

Dates Employed: _____

Reason for leaving: _____

References

Please provide 2 personal and professional reference(s) below:

Reference	Contact Information
1	
2	

Additional Information:

For Servers: Are you able to safely carry trays weighing approximately 20-25 pounds, at least 10 per hour, for an 8 to 10 hour shift?

For Butchers: Are you able to safely stand 8-10 hours during a shift, use a sharp knife to open packages, and interact with customers?

For Hostess: Are you able to safely stand and walk for 8-10 hours in a shift and carry a chair weighing approximately 10 pounds each?

AT-WILL EMPLOYMENT

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The relationship between you and the Taste of Texas Restaurant is referred to as "employment at will." This means that your employment can be terminated at any time for any reason, with or without cause, with or without notice, by you or the Taste of Texas Restaurant. No representative of Taste of Texas Restaurant has authority to enter into any agreement contrary to the foregoing "employment at will" relationship. You understand that your employment is "at will," and that you acknowledge that no oral or written statements or representations regarding your employment can alter your at-will employment status, except for a written statement signed by you and either our Executive Vice-President/Chief Operations Officer or the Company's President.

Applicant Signature: _____ Dated: _____

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SCHEDULE AVAILABILITY AND REQUIREMENTS

Available for Lunches, Monday thru Friday: Yes No some: M T W T H F

Available for Dinners: Sun Mon Tues. Wed. Thurs. Fri. Sat.

Number of shifts desired to work per week: _____ Desired Earnings per week: _____

To work in this restaurant, you must be able to carry a lunch and dinner schedule, and one of those must be a Friday or Saturday night. Also, you will be scheduled for special days i.e.: Mother's Day, New Year's Eve and others. You will be assigned a schedule and it will be your responsibility to work this schedule. In the event you need or want a shift off you will have the responsibility to find someone qualified to cover your shift and record this arrangement properly in the work transfer book. You are responsible to keep a list of phone numbers for this purpose. Will this cause any conflicts for you?

Yes, I have some problems with this from time to time. **No**, I can work with this arrangement (Circle One)

1. Why would you like to work here?

2. Were you referred by someone?

3. What must you do to be successful in this job?

4. What problems do you have in dealing with customers?

5. If you have waited tables before, what part(s) of your service needs improvement or training?

6. What do you look for in service when you go out to a restaurant?

7. What are the accomplishments in your life, so far, that you are most proud of?

8. What three goals do you want to reach in the next two years?

1. _____

2. _____

3. _____

9. What reasons can you give of why you should be hired?

10. How long do you think you will work for the Taste of Texas?

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FOR INTERNAL USE ONLY:

Manager Evaluation Form

Name of Applicant: _____

Job Applied For: _____

Initial Interview:

Date: _____

Interviewer: _____

Notes: _____

Rate 1-10	Rate 1-10	Rate 1-10			
Appearance	Verbal Response	Attitude	Hiring Requirements	Schedule	Criteria
Clothing <input style="width: 30px; height: 20px;" type="checkbox"/>	Speaks Up <input style="width: 30px; height: 20px;" type="checkbox"/>	Respectful <input style="width: 30px; height: 20px;" type="checkbox"/>	Good candidate for hire? <input style="width: 100%; height: 20px;" type="checkbox"/>	Conflicts <input style="width: 100%; height: 20px;" type="checkbox"/>	Education <input style="width: 100%; height: 20px;" type="checkbox"/>
Hair <input style="width: 30px; height: 20px;" type="checkbox"/>	Tone <input style="width: 30px; height: 20px;" type="checkbox"/>	Listens Well <input style="width: 30px; height: 20px;" type="checkbox"/>	Experience Fits Requirement <input style="width: 100%; height: 20px;" type="checkbox"/>	Transportation <input style="width: 100%; height: 20px;" type="checkbox"/>	Training <input style="width: 100%; height: 20px;" type="checkbox"/>
Posture <input style="width: 30px; height: 20px;" type="checkbox"/>	Grammar <input style="width: 30px; height: 20px;" type="checkbox"/>	Smiles <input style="width: 30px; height: 20px;" type="checkbox"/>	Referred by: <input style="width: 100%; height: 20px;" type="checkbox"/>	Available for Lunch <input style="width: 30px; height: 20px;" type="checkbox"/>	Work Experience <input style="width: 100%; height: 20px;" type="checkbox"/>
Manners <input style="width: 30px; height: 20px;" type="checkbox"/>	Confidence <input style="width: 30px; height: 20px;" type="checkbox"/>			Dinner <input style="width: 30px; height: 20px;" type="checkbox"/>	Maturity <input style="width: 100%; height: 20px;" type="checkbox"/>
	Gestures <input style="width: 30px; height: 20px;" type="checkbox"/>			Both <input style="width: 30px; height: 20px;" type="checkbox"/>	
	Eye Contact <input style="width: 30px; height: 20px;" type="checkbox"/>				

Questions to ask former employers:

1. Is the applicant eligible for re-hire? Yes / No Information not given

2. How does the applicant handle pressure?

3. What was the applicant's attendance record?

4. Does the applicant work well with others? Yes / No Information not given

Comments: _____
