

E. B. Flatts - Application for Employment

We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other legally protected status.

Please be sure to complete all information and answer all questions. Incomplete applications will not be considered for hire.

Position(s) applied for _____ Date ____ / ____ / ____

How did you find out about this job? Newspaper Employee Walk-in Relative Other _____

Why are you seeking a new job at this time? _____

Applicant Information

First Name _____ Middle _____ Last _____

Street Address _____

City/State/Zip _____ Home Phone _____ Cell _____

If hired, do you have a reliable means of transportation to get to work? Describe _____

Are you at least 18 years old? If you are under 16 years of age, can you furnish a work permit? _____

If the job you are applying for requires driving: Driver's License No. _____ State _____ Expiration Date _____

Are you legally eligible for employment in the U.S.? (Proof of U.S. citizenship or immigration status is required if hired.)

Have you been convicted of a crime? (Massachusetts applicants should not include misdemeanor convictions) Yes No If yes, state the nature of the offense and disposition of the case. Include dates and places. (NOTE: The existence of a criminal record does not constitute an automatic bar to employment) _____

Are you a Veteran? If yes, thank you for your service! Please give dates of service: From _____ To _____

List any special skills or training: _____

Can you read at a sixth-grade level? Are you proficient in High School level math? Are you a smoker?

Is there any reason you could not perform all the physical requirements of the job? If yes, please describe: _____

Describe your use of drugs: _____ Describe your use of alcohol: _____

Employment Information

Are you seeking full-time, part-time or temporary employment? _____ Wage desired: _____

What hours and shift(s) would you prefer to work: _____

List times you are not available to work: _____

Are you willing to work overtime? Weekends? Holidays?

Are you currently employed? If hired, when would you be able to start? _____

Have you ever worked for this organization before? If yes, name used: _____

List any friends or relatives employed by this company: _____

Have you ever been discharged or asked to resign from any position? If yes, please describe: _____

Server applicants as part of their duties are responsible for cleaning dining rooms, rest rooms, serving stations, as well as stocking- which would entail climbing stairs between stock room and main floor, be on their feet for long periods of time.

Dishwasher applicants as part of their duties are responsible for putting away stock, bringing up supplies from stockroom (climbing stairs), be able to lift and carry 50 lbs., be able to be on their feet for long periods of time, cleaning, mopping, and in the winter-shov- eling and salting walkway. **Cook applicants** as part of their duties are responsible for stocking, cleaning and maintaining cooking and kitchen area, which would entail climbing stairs between stock room and main floor, be on their feet for long periods of time, be able to lift and carry 50 lbs. **ALL APPLICANTS personal cell phone use while on the clock is prohibited.**

For the position you are applying, are you able to perform all these tasks with or without reasonable accommodation? _____

Please describe which tasks, if any, you will need accommodation to perform, and explain what type of accommodation needed:

Education (Enter highest level achieved)

Elementary: _____ Secondary: _____ College/Trade School: _____
Name of School: _____ Name of School: _____ Name of School: _____
Location of School: _____ Location of School: _____ Location of School: _____
If in high school, are you enrolled in a recognized co-op program? Yes No Degree & Major: _____
If yes, identify program and school: _____ Minor: _____

Work History Students: If you are still in school, please provide name of School Guidance Counselor and/or Teacher(s) as “Work History References” providing name and phone number only please.

(Please begin with most recent)

1. Company _____ Phone No. with Area Code _____
Address _____ City/State/Zip _____
Dates of Employment: From _____ To _____ Salary: Beginning _____ Ending _____
Job Title _____ Supervisor’s Name & Title _____
Describe duties briefly: _____
Specific reason for leaving: _____
2. Company _____ Phone No. with Area Code _____
Address _____ City/State/Zip _____
Dates of Employment: From _____ To _____ Salary: Beginning _____ Ending _____
Job Title _____ Supervisor’s Name & Title _____
Describe duties briefly: _____
Specific reason for leaving: _____
3. Company _____ Phone No. with Area Code _____
Address _____ City/State/Zip _____
Dates of Employment: From _____ To _____ Salary: Beginning _____ Ending _____
Job Title _____ Supervisor’s Name & Title _____
Describe duties briefly: _____
Specific reason for leaving: _____

For references purposes: Have you worked for any of the previously listed organizations or attended school under a different name? _____ If yes, give name and organization(s): _____

May we contact the employers previously listed? _____ If not, list the employers you do not wish us to contact and why: _____

Authorizations & At-Will Employment Agreement

(Please read carefully, then sign and date below)

I certify that I have personally completed this application. I declare that the information provided in this employment application is true and complete and I understand that any false information or significant omissions may disqualify me from further consideration for employment and may be justification for my dismissal from employment if discovered at a later date. I agree to immediately notify this company if I should be convicted of a crime while my job application is pending or during my employment, if hired.

I authorize this company to make an investigation of all information contained in this employment application and I release from liability all companies and corporations supplying such information. I understand any false answers, statements, or implications made by me on this application or other required documents shall be considered sufficient cause for denial of employment or discharge.

I specifically authorize and direct my current and former employers to supply employment-related information to this company and do hereby release my current and former employers from liability for providing information to this company.

Upon termination of my employment for whatever reason, I release this company from all liability for supplying any information concerning my employment to any potential employer.

I authorize this company, if applicable, to request a copy of my, motor vehicle driving record, and any other investigative report deemed necessary through various third party sources. As required by law, upon request within a reasonable period of time, I will be notified as to the nature and scope of such investigations.

I hereby agree to submit to any drug test required of me, whether prior to my employment or if employed by this company at any time thereafter. In the event I receive medical treatment for any condition, including a physical, psychological, emotional, or psychiatric condition that is job-related, I hereby authorize the limited release and exchange of such medical information relating to my condition between the treatment provider and a company-designated physician.

AT-WILL EMPLOYMENT AGREEMENT

I understand and agree that nothing contained in this application, or conveyed during any interview is intended to create an employment contract between the company and me. I understand that if you employ me, my employment will begin with a 90-day probationary period during which time the company's manager/supervisor will continually evaluate my performance for possible continuance of permanent employment with the company. I understand that there are specific rules and regulations that I must adhere to if employed with the company, and that it is my responsibility to become familiar with the employee handbook, which is readily available for viewing at any time in the employee information area. In addition, I understand and agree that if you employ me, in consideration of my employment, my employment and compensation will be at-will, for no definite period of time, and may be terminated at any time, for any reason, or for no reason at all. I understand that only the company's President is authorized to change the employment-at-will status and such a change can only be done in writing. I have read, understand, and agree to the above.

Name _____ Date _____

Signature Upon Hire _____ Date _____

Massachusetts Employment Only: An application for employment with a sealed record on file with the Commissioner of Probation may answer "no record" with respect to any 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.

Massachusetts & Maryland Employment Only: 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/or subject to criminal penalties and civil liabilities.