

## CHEDDAR'S CASUAL CAFÉ APPLICATION

**PERSONAL INFORMATION:**

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Apt #: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Position Desired: \_\_\_\_\_ Hourly Rate Expected: \_\_\_\_\_

\*Have you ever been convicted of a felony? Yes: \_\_\_\_\_ No: \_\_\_\_\_

If yes, please explain: \_\_\_\_\_

For employment with Cheddars you must be at least 16 years of age. Are you able to provide proof of age if hired?

Yes: \_\_\_\_\_ No: \_\_\_\_\_

For positions serving alcohol beverages: Are you 18 or older? Yes: \_\_\_\_\_ No: \_\_\_\_\_

Are you legally eligible for employment in the U.S? Yes: \_\_\_\_\_ 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
<b>From:</b>							
<b>Until:</b>							

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: \_\_\_\_\_

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, Cheddar's 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 applicant's 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 Cheddar's 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 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 an alcohol or drug screening at any time at the discretion of Cheddar's, 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, and any time, at the option of either the company or myself. I further understand that no manager or representative of the company, other than 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 not 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 worker's injury claim or any other litigation after employment by the company, I will allow Cheddar's 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 by the employee.
10. I understand (and agree) that Cheddar's 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 Cheddar's Inc. 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 material (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 Cheddar's, Inc. 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 Cheddar'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 Cheddar's 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 \_\_\_\_\_

Thank you for your interest in Cheddar's!

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