



APPLICATION FOR EMPLOYMENT

Springdell Associates, LLC



STATEMENT OF VALUES

Dear Applicant,

Welcome to The Whip Tavern. Prior to completing the application for employment, please understand that we are serious about creating a productive working environment for our staff and maintaining the highest levels of quality, service and attention for our guests.

We want you to understand that we also believe in living our values, some of which are:

- We believe that good enough is not.
- We believe in doing business in a professional and orderly manner.
- We believe in honesty and integrity.
- We believe that only a happy and professional staff can give the level of personal service we demand.
- We believe in the ongoing training and development of our staff and see it as a worthy investment in the future of the company.
- We believe in providing legendary service – the unique and powerful sort of personal care and attention that our guests tell stories about.
- We believe that everyone is capable of being an A+ player.

If this feels like an environment for you, please complete this application.



APPLICATION FOR EMPLOYMENT - FAX TO 610.383.9027

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 PRINT CLEARLY****

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

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

Why are you seeking a job at this time? _____

Applicant Information

First Name _____ Middle _____ Last _____

Street Address _____ Social Security No. _____

City / State / Zip _____ Phone (____) _____

If hired, do you have a reliable means of transportation to get to work? Yes No Describe _____

Are you at least 18 years old? Yes No If you are not at least 18 years of age, can you furnish a work permit? Yes No

Are you legally eligible for employment in the U.S.? Yes No (Proof of employment eligibility is required if hired.)

Have you been convicted of a crime? 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 doesn't constitute an automatic bar to employment.)

Do you use illegal drugs? Yes No How many days of work did you miss last year? _____

Are you a veteran? Yes No If yes, give dates of service: From: _____ To: _____

List any special skills or training: _____

Employment Information

Are you seeking full time, part time, or temporary employment? _____

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

List times you are not available to work? _____

Are you willing to work overtime? Yes No Weekends? Yes No Holidays? Yes No

Are you currently employed? Yes No If hired, when would you be able to start? _____

Have you ever worked for this organization before? Yes No 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? Yes No If yes, please describe: _____

Are you able to lift at least twenty pounds and stand for at least six hours at a time? Yes No

Are you able to perform the tasks commonly associated with the job for which you are applying without reasonable accommodation? Yes No

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

Education (circle highest level achieved)

Elementary: 1 2 3 4 5 6 7 8

Secondary: 9 10 11 12 GED

College: 1 2 3 4 5 6 7 8

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

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: _____

4. 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: _____

Do you have work experience in the Food Service industry that is not listed above? Yes No If yes, please provide details including reason for leaving: _____

For references purposes: Have you worked for any of these organizations or attended school under a different name?

Yes No If yes, give name and organization(s): _____

May we contact the employers listed above? Yes No

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 credit report, 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. If requested, I will take a post-job offer physical examination and my employment, 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. 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 partners are 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.

Signature _____

Date _____

Name (please print) _____

Job Descriptions

Below is a brief summary of some of the qualifications of several jobs at The Whip Tavern. When completing this application, you are asked which position(s) you are applying for. Take a moment to read through the job description(s) that you may be interested in to ensure that you are familiar with, and are able to meet the requirements needed to fill that position.

Keep in mind that a restaurant is a fast-paced, demanding, and dynamic work environment. Employees must be able to adapt quickly as the needs of the business require. Employees are expected to be able to regularly adhere to the scheduling requirements of the restaurant and work nontraditional hours including late nights, weekends and holidays.

Bartender

- Be 21 years of age.
- Have 1 year of experience as a bartender in a high volume restaurant.
- Be able to communicate and understand the predominant language(s) of our guests.
- Have a basic knowledge of service procedures and functions.
- Possess basic math skills and have the ability to handle money and operate a cash register.
- Be able to work in a standing position for long periods of time (up to 8 hours).
- Be able to reach, bend, stoop and frequently lift up to 40 pounds.
- Be able to safely lift and easily maneuver inventory items, food, and equipment weighing 20 to 25 pounds.
- Daytime availability generally 10AM – 5PM, evening availability generally 4PM – 1AM.

Server

- Be 18 years of age.
- Have 1 year of experience as a server in a high volume restaurant.
- Be able to communicate and understand the predominant language(s) of our guests.
- Have a basic knowledge of dining room and service procedures and functions.
- Possess basic math skills and have the ability to handle money.
- Be able to work in a standing position for long periods of time (up to 8 hours).
- Be able to safely lift and easily maneuver inventory items, food, and equipment weighing 20 to 25 pounds.
- Daytime availability generally 10AM – 5PM, evening availability generally 4PM – 1AM.

Line Cook

- Have a basic knowledge of back-of-house and food service procedures and functions.
- Working knowledge of numerous culinary techniques.
- Working knowledge of food cost and waste controls.
- A minimum of 2 years of experience in kitchen preparation and cooking.
- At least 6 months experience in a similar capacity.
- Must be able to communicate clearly with managers, back-of-house and front-of-house personnel.
- Be able to reach, bend, stoop and frequently lift up to 40 pounds.
- Be able to work in a standing position for long periods of time (up to 8 hours).
- Daytime availability generally 8AM – 6PM, evening availability generally 12PM – 12AM.

Prep Cook

- Have a basic knowledge of back-of-house and food service procedures and functions.
- Working knowledge of numerous culinary techniques.
- Working knowledge of food cost and waste controls.
- A minimum of 1 year of experience in kitchen food preparation.
- At least 6 months experience in a similar capacity.
- Must be able to communicate clearly with managers, back-of-house and front-of-house personnel.
- Be able to reach, bend, stoop and frequently lift up to 40 pounds.
- Be able to work in a standing position for long periods of time (up to 8 hours).
- Daytime availability generally 9AM – 6PM, evening availability generally 3PM – 12AM.

Dishwasher

- No previous restaurant experience required.
- Be able to work in hot, wet, humid and loud environment for long periods of time.
- Be physically able to lift, reach, bend, and stoop.
- Be able to work in a standing position for long periods of time (up to 8 hours).
- Be able to safely lift bags, cases and stacks weighing up to 60 pounds up to 30 times per shift.
- Daytime availability generally 9AM – 5PM, evening availability generally 4PM – 1AM.

Busser

- No previous restaurant experience required.
- Be able to communicate and understand the predominant language(s) of our guests.
- Can safely lift and easily maneuver inventory items, food, and equipment weighing up to 25 pounds.
- Be able to work in a standing position for long periods of time (up to 6 hours).
- Daytime availability generally 10AM – 5PM, evening availability generally 4PM – 11PM.