

ANTHONY'S RESTAURANTS

Application For Employment

Please fill out both sides of application completely

Name Last		First		Middle	
Address		Street		City	State Zip
Phone		Position you are applying for		Date Available	
Are you over 18 years old (21 if applying for server or bartender)? <input type="checkbox"/> Yes <input type="checkbox"/> No				Salary Desired	
Are there any days or shifts that you cannot work? (explain)					
Are you lawfully entitled to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No				Today's Date	
In Emergency, notify				Emergency Phone	

1. Have you ever been employed by Anthony's?
 Yes No

2. If yes, at what location?

When were you employed?
 From _____ To _____

3. Supervisor's Name:

EDUCATION

NAME OF SCHOOL, City, State	SUBJECTS STUDIED	YEARS ATTENDED	DID YOU GRADUATE	DEGREE RECEIVED
High School				
College				
Other				
Other				

EMPLOYMENT HISTORY (Please list present or most recent job first)

EMPLOYER	EMPLOYMENT DATES	SALARY	POSITION
Company Name	From	Starting	Starting
Address	To	Ending	Ending
Supervisor	Phone #	Reason For Leaving	
Company Name	From	Starting	Starting
Address	To	Ending	Ending
Supervisor	Phone #	Reason For Leaving	
Company Name	From	Starting	Starting
Address	To	Ending	Ending
Supervisor	Phone #	Reason For Leaving	

List any periods of unemployment of more than 30 days and explain.

CONTINUE ON BACK SIDE

PERSONAL DATA

Who referred you to Anthony's?

Have you been convicted of any criminal offense involving dishonestly, theft or violence in the last seven years?

If yes, indicate nature of offense, date, court, and disposition. (A conviction may not necessarily disqualify you from consideration.)

Yes No

Restaurant positions require lifting objects weighting up to 20 pounds. Are you capable of performing these tasks?

Yes No

U.S. MILITARY SERVICE

Branch of Service

Primary Responsibilities

EXPERIENCE

Please list any special knowledge, skills, training or experience related to the position you are seeking.

I certify that the information given by me to Anthony's Restaurants is true and complete to the best of my knowledge. I understand that, if employed, any false or misleading information may result in immediate dismissal.

I understand that nothing contained in this employment application or in the granting of an interview is intended to create a contract of employment between Anthony's and me. In the event that an employment relationship is established, as conditions thereof I agree to abide by all rule and regulations of Anthony's. I understand that I have the right to terminate my employment at any time. I further understand that my employment is at will and that Anthony's may terminate me at any time, for any reason, in the sole exercise of its discretion.

If employed, I further agree that if I lose, damage or fail to return any company property, the company is authorized to deduct from my wages sufficient funds to replace such property.

I authorize Anthony's Restaurants to solicit information regarding my character, general reputation, previous employment, and similar background information, and to contact any and all references I have given on my application. I hereby release all parties and persons connected with any such request for information from all claims, liabilities, and damages for any reason arising out of the furnishing of such information. If employed, I release Anthony's Restaurants from any liability for future references it may provide regarding my work history with the company.

Signature _____ Date _____

FOR OFFICIAL USE ONLY

SS# _____ - _____ - _____

Hire Date _____ - _____ - _____

Rate \$ _____

REM # _____

Position _____

Comments:

Anthony's Appearance Standards, Work Schedule and Smoking Policy

The personal appearance of every Anthony's Team Member is an important part of our public image. The following are the appearance standards for Anthony's Team Members and must be complied with while working at Anthony's.

Appearance Standards

Facial Hair – Men

Mustaches are permitted but must not extend below the corner of the mouth
Beards, goatees, soul patches are not permitted
Sideburns may not extend below the bottom of the ear.

Ear Adornments

Only 2 small gold or silver earrings per ear are permitted. Guages are not permitted. Unless prior written approval is obtained from Human Resources, men may only wear studs or small hoops no larger than a dime.

Body Piercings

Visible body piercings including eyebrows, tongue, lips, nose or other visible body parts except ears are not permitted.

Tattoos & Branding

Visible tattoos are not permitted. For bussers, food runners, servers and others who wear short sleeve uniforms; tattoos below bottom end of the sleeve are not permitted. Visible brandings are not permitted.

Hair Color and Style

Extreme hairstyles and coloring are not permitted. Hair must be clean and natural looking.

Hair Length

For dining room and bar staff, women's hair extending below the top of the collar must be effectively restrained by tying it back. For kitchen team members, hair longer than the top of the shirt collar must be tucked into the hat. Unless prior written approval is obtained from Human Resources, male dining room and bar staff may not have ponytails or hair which extends below the shirt collar.

Bracelets, Necklaces, Jewelry

Bracelets are not allowed. Necklaces must be small and worn under the shirt or blouse.

Rings

No more than 2 small rings per hand may be worn.

Personal Hygiene

Good personal hygiene including daily bathing, clean hands and fingernails and use of effective deodorant is required.

Fingernail Polish for Women

Nail polish, if worn, must be a conservative color. Nail polish on men is not allowed.

No Smoking Policy

All Anthony's facilities are completely non-smoking. Team Members are not allowed to smoke at any time during their shift including breaks.

Work Schedules

With the exception of Thanksgiving Day and Christmas Day, Anthony's Team Members must be available to work all weekends and holidays.

I have read, understand and if I am employed by Anthony's, I agree to comply with Anthony's Personal Appearance Standards, Non-smoking Policy and Work on Weekends & Holidays as a condition of employment.

Applicant Signature

Print Name

Date

Anthony's Policy on Drug Use

Anthony's complies with all state, local and federal laws relating to the use/abuse of narcotics, alcohol and other drugs. Team Members are expected to adhere to these laws as well as to the company policies while in any company facility.

The purchase, sale, use, transfer of possession of illegally used drugs, narcotics, contraband or other related drug paraphernalia in Anthony's facilities is not permitted. Working under the influence of alcohol, illegally used drugs or narcotics is also prohibited. Any Team Member found using or possessing same, or otherwise engaging in related illegal activity, shall be subject to immediate termination.

Anthony's asserts its legal right and prerogative to test any employee for substance abuse. Employees may be asked to submit to a medical examination and/or to submit to urine, saliva, and/or breath testing for drugs or alcohol. Employee acceptance of medical examinations and testing, when requested by Anthony's, is a mandatory condition of employment. Refusal to submit to such medical examinations and tests constitutes a violation of company policy and is grounds for adverse employment action.

The following people are required to submit to drug testing:

New Hires and Promotions

- a. All new hire managers and sous chefs
- b. All new hires and promotions to Home Office positions
- c. All managers and sous chefs being promoted from hourly positions into management.
- d. All promotions to general manager or chef.

Failure to pass this drug test will result in denial of employment or promotion.

Regular Drivers of Company Vehicles

All seafood company drivers and others who regularly drive company vehicles will be subject to pre-employment and post accident drug screening. *Failure to pass this drug test will result in denial of employment.*

Certificate of Receipt Policy – Anthony's Drugs Use

I have read, understand and am in receipt of Anthony's Policy on Drug Use.

Signature

Print Name

Date