

CHEDDAR'S INC. PRE-APPLICATION FORM

PERSONAL INFORMATION:

Name: _____ Phone: _____

Address:
 Street: _____ City: _____ State: _____ Zip: _____

Position Desired: _____ Hourly Rate Expected?: _____

* Have you ever been convicted of a crime? Yes: _____ or No: _____

If yes, please explain: _____

For positions serving alcoholic beverages: Are you 18 or older? Yes: _____ or No: _____

Are you legally eligible for employment in the U.S.? Yes: _____ or No: _____

Have you previously worked for Cheddar's? Yes: _____ or 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.)

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
To:							
Fr:							

Applicant's Signature: _____ Date: _____

*Will not necessarily bar one from employment. Factors such as age and time of offence, nature and, rehabilitation will be taken into account.

FOR MANAGEMENT USE ONLY:

First Interview: Date: _____ Given By: _____

Second Interview: Date: _____ Given By: _____

Comments: _____



Revised 5/02

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 applicants 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, and my 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 to 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 of 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, at 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 agreement with me for employment of 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, with or without reasonable accommodation.
8. Should I become involved in a 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 employees social security tax on tips reported from any wages due 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" guidelines by the IRS and I further understand (and agree) that Cheddar's, Inc. approves 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 the federal and / or state law.
11. IN CONSIDERATION FOR MY EMPLOYMENT, I agree to keep confidential all information and materials (training and operational), furnished by any 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 and hereafter in effect.
15. Finally, I understand that this is only an application for employment and neither an offer or a contract of employment. NO part of this application will be constructed 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 respect to the right of an employer conduct random drug tests on employees. In this connection, check with employment law counsel before engaging in such testing.