



APPLICATION FOR EMPLOYMENT

Advice to Applicants

(Please read carefully BEFORE you fill out the application)

Thank you for your interest in working with our company; we are an independently owned and operated "EVOS®" Franchise Owner (referred to as "we," "us," or "our"). I think you will find our approach to hospitality to be different from that of most other operators in the market and we think this is the secret of our success. We have several significant goals:

1. TO EARN A REPUTATION AS THE BEST FOODSERVICE EMPLOYER IN THE AREA

To achieve this goal we will hire the most qualified people. We will support their development both within and outside the organization. We will talk to them, listen to them, learn from them, pay them well and demand a lot from each of them. We will enjoy a high retention rate. We will have a waiting list of people who want to join the company. We believe that only happy and professional staff can give the level of personal service we demand. We see an investment in our people to be a worthy investment in the future of EVOS® Brand. Our staff is our most valuable asset and plays a key role in the accomplishment of our goals.

2. TO OPERATE THE MOST SUCCESSFUL RESTAURANTS IN THE MARKET

Our restaurants will be exciting, diverse and profitable. We will consistently deliver on our service guarantee of "a WOW time every time" and foster high professional standards. We will provide personalized service - the unique and powerful sort of personal care and attention that our guests tell stories about. We will win the various local polls that are a measure of our position and regard in the market. We will develop a loyal repeat trade. We will find out what our guests want and be sure they are getting it. We will maintain rigid sanitation standards. We will take the lead in addressing the nutritional concerns of our guests. We will continuously re-examine our operations to stay fresh and responsive to our market.

3. TO BE A GOOD CITIZEN OF THE COMMUNITY AND THE PLANET

We will support worthy local charities with money, resources and volunteers. We will maintain a high visibility in local activities. We will be environmentally responsible. We will recycle, conserve water and utilities and reduce our use of chemicals. Whenever possible, we will select supplies and suppliers who are environmentally friendly.

4. TO BE A MODEL FOR OPEN, PARTICIPATORY BUSINESS

Our industry cannot go where it needs to go doing business the way we've always done it. The industry needs a new model, and we are eager to be that model. We will maintain open books with our staff and our partners. We will innovate in the areas of pay, profit sharing, rewards and recognition. We will involve our staff in all areas of policy-making. We will always move in the direction of greater professionalism and more fun! We will be judged on our results.

5. TO EXPERIENCE STEADY EXPANSION

Our restaurants will provide above-average returns to our partners. We will take a long term approach rather than a short-term approach in our decision-making. We will position the company for growth. We seek growth not only to generate more profit but to provide growth opportunities for our staff. We will compete fairly, honestly, cheerfully and relentlessly.

6. TO MAINTAIN A PERSONAL WORKING RELATIONSHIP WITH OUR STAFF

We believe the way to achieve the kind of business environment we want is to create a trusting relationship with our staff. In this atmosphere, both staff and the company can work out difficulties and make decisions together.

7. TO HAVE A GOOD TIME

We recognize that people go out to restaurants because they are looking for a good time, not just a good meal. We will build fun and lightness into our company in the interest of our collective mental health and peace of mind.

We are not just another restaurant company, and we are not looking for just another job applicant. The following will give you some ideas of what to expect. **PLEASE READ CAREFULLY BEFORE YOU FILL OUT THE APPLICATION:**

1. When filling out this application, be sure to fill it out completely, even if you enclose a resume. If a question does not apply to you, mark it "N/A" so we know you didn't avoid the answer. Foodservice is a business of details, and we will only consider people who share our concern about the importance of handling all the small points.

2. We will verify the information you give us on the application. We may share information about you and information you provide to us with our Franchisor, EVOS USA, Inc. (the "Franchisor"). We may delegate our functions under this application to the Franchise Owner or a third party. Any false or misleading statements will disqualify you from consideration, no matter how talented you may be. Please understand that we are not as concerned with what you tell us as we are that you give us the truth. Honesty is always the best policy . . . especially if you hope to become part of our team.
3. We are committed to maintaining a drug-free workplace. This means that we do not tolerate the possession of drugs or alcohol on the premises. Also, all our operations are completely non-smoking establishments.
4. We will verify your previous and current employers. If we cannot check your references, we cannot consider you for employment, so be sure you list valid names and phone numbers. Please be sure that everyone you list knows to expect a call from us and has your permission to talk with us. It will require some work on your part, but then, it takes a little extra effort to succeed in this business!
5. On the last page of the application, we give you the opportunity to make a personal "sales pitch." We suggest you give it some thought and present a case for yourself. After all, if you don't believe in you, why should we?
6. Read the final statement on the application carefully before you sign it. If you have any questions, please ask them before you give us your application. We will not consider unsigned applications.
7. When you have completed and submitted the application, we will set up a time for a first interview. The appointment should last no longer than 30 minutes. Be aware that what you do and how you do it are being evaluated throughout the selection process, so dress the part, be on time and show us your best. Remember the saying about first impressions!
8. Based on our observations on the first interview and a review of your application, we will notify you within 5 working days (weekdays) from the date of your first interview about the status of your application. We will either call or send you a letter. If by some chance the 5 working days pass without you hearing from us, call the number of the store you are applying at.
9. We take staff selection very seriously. If you are a final candidate, you can expect another interview and perhaps a written test. We may ask you to tell us how you would handle some "sticky situations." We will not take a "warm body" just to fill a vacancy quickly. Please be patient. We go through this trouble because our team's goals and standards are very high.
10. Because our staff is actively involved in the operation of our company, do not be surprised to have portions of the selection process conducted by persons other than our head coaches. We give our staff a voice because we believe that co-workers are excellent judges of the talents of their peers and their coaches.
11. We are an equal opportunity employer and we will select only qualified applicants for every position. Period. We will not discourage you from applying for any position you feel qualified for. We will make selections based on what strengths you bring to our team and how you fit into our operating style. We are looking for people committed to professional excellence and personalized guest service who will make a positive contribution to our company for as long as we choose to work together.
12. We expect you to take an active role in your own success and the success of your co-workers. If you are applying for a coaching position, it will be part of your job responsibilities to help train your co-workers for positions of higher skill and responsibility. Because of this focus, we will evaluate your performance based not only on your own professional development, but by the advancement of your trainees.
13. We will regularly evaluate your performance so you know where you stand and how you are doing. The purpose of the appraisals is to assist with your personal and professional development. Much of the responsibility for performance appraisal rests with your coaches, but we will also ask your co-workers to give us their impressions of your work and ask you to do the same for theirs. Their comments will be part of your performance appraisal. We will also ask you to evaluate the effectiveness of your coaches, and that will become part of their performance appraisal. We do not keep secrets from each other or ignore unproductive behavior.
14. Our success comes from delighting our guests and earning their regular patronage. Everything in our company is focused on achieving this goal. We do not believe in creating any more rules or structure than is necessary to ensure that our guests have "a WOW time every time" they eat with us.
15. If you are not offered a position, we encourage you to apply again later if you are still interested in working with us. Many of our most successful staff members were not selected until their second or third try. You must decide if what we offer is worth your effort. Whatever your choice, we hope you will visit us often as a guest and let us know how we are doing.

Thank you again for your interest and your time. We wish you all the best in the future, whatever direction your career may take you.



APPLICATION FOR EMPLOYMENT

All Applicants

NAME: LAST _____, First _____ SSN: _____ - _____ - _____

ABOUT YOU

Please Print

Name you Like to be Called _____ Home Phone _____ Message Phone _____
 Street Address _____ City _____ State _____ Zip _____
 E-mail _____ Do you have reliable transportation to meet any scheduled shift? _____
 Can you provide proof that you are over 18 years old? _____ Have you been convicted of a felony? _____ If yes, give details on last page.
 How did you find out about us?/Who were you referred to us by (if anyone)? _____
 Have you ever worked for us before? _____ If so, under what name? _____ Which store? _____
 Do you have any friends or relatives working for us? _____ Who? _____
 Do you have a legal right to work in the U.S.? _____ Can you provide documentation of your legal right to work? _____
 Can you perform all physical aspects of this job (including the ability to lift up to 50 lbs.)? _____ If no, give details on last page.

ABOUT THE JOB

What position are you applying for? _____ Salary Requirement: \$ _____ per _____
 Would you accept another position? _____ If so, which one? _____
 Which do you prefer? temporary work full time work part time work. If part time, about how many hours per week? _____

When could you start working with us?			Mark when you ARE available to work with us?			
MON	TUE	WED	THU	FRI	SAT	SUN
<input type="checkbox"/> 9am-5pm	<input type="checkbox"/> 9am-5pm	<input type="checkbox"/> 9am-5pm	<input type="checkbox"/> 9am-5pm	<input type="checkbox"/> 9am-5pm	<input type="checkbox"/> 9am-5pm	<input type="checkbox"/> 9am-5pm
<input type="checkbox"/> 5pm-10pm	<input type="checkbox"/> 5pm-10pm	<input type="checkbox"/> 5pm-10pm	<input type="checkbox"/> 5pm-10pmv	<input type="checkbox"/> 5pm-10pm	<input type="checkbox"/> 5pm-10pm	<input type="checkbox"/> 5pm-10pm
<input type="checkbox"/> cannot work at all	<input type="checkbox"/> cannot work at all	<input type="checkbox"/> cannot work at all	<input type="checkbox"/> cannot work at all	<input type="checkbox"/> cannot work at all	<input type="checkbox"/> cannot work at all	<input type="checkbox"/> cannot work at all

ABOUT YOUR EDUCATION

Name & Location	Number of Years Completed	Did You Graduate?	Course of Study
High School			
College		Major/Degree	
Other (i.e. Trade School)			

FOR OFFICE USE ONLY

Call Log	1. Date: _____ Time: _____ By: _____ Message <input type="checkbox"/> N/A <input type="checkbox"/> Contacted <input type="checkbox"/> File App <input type="checkbox"/>
	2. Date: _____ Time: _____ By: _____ Message <input type="checkbox"/> N/A <input type="checkbox"/> Contacted <input type="checkbox"/> File App <input type="checkbox"/>
	3. Date: _____ Time: _____ By: _____ Message <input type="checkbox"/> N/A <input type="checkbox"/> Contacted <input type="checkbox"/> File App <input type="checkbox"/>
Screen Int	Date: _____ Time: _____ Int By: _____ 2nd Int Date: _____ Time: _____ Int By: _____
Observation	Date: _____ Time: _____ By: _____ Gst Serv <input type="checkbox"/> Prod <input type="checkbox"/> HR Policies <input type="checkbox"/> No Show <input type="checkbox"/>

ABOUT YOUR WORK EXPERIENCE

(PLEASE START WITH YOUR MOST RECENT POSITION -- INCLUDE MILITARY EXPERIENCE IF ANY)

Resume Attached? YES NO

From	To	Employer	Telephone	
Job Title		Address	City, State	Zip Code
Immediate Supervisor's Name & Title		Brief summary of work performed and job responsibilities		
Hourly rate/salary Starting \$ _____ per _____		Ending \$ _____ per _____	Reason for leaving	
From	To	Employer	Telephone	
Job Title		Address	City, State	Zip Code
Immediate Supervisor's Name & Title		Brief summary of work performed and job responsibilities		
Hourly rate/salary Starting \$ _____ per _____		Ending \$ _____ per _____	Reason for leaving	
From	To	Employer	Telephone	
Job Title		Address	City, State	Zip Code
Immediate Supervisor's Name & Title		Brief summary of work performed and job responsibilities		
Hourly rate/salary Starting \$ _____ per _____		Ending \$ _____ per _____	Reason for leaving	

WRITTEN ESSAY

(If you need additional space, continue on another sheet)

Why would you be a good choice for this position?

I certify the information above is complete and accurate to the best of my knowledge. I authorize the individuals, companies and agencies concerned to provide EVOS® Franchise Owners and their agents with all information necessary to verify the statements I have made in this application and I release them from any liability for so doing. I understand I must receive satisfactory references from previous employers, co-workers and subordinates (if any) before an offer of employment can be made. I understand that incomplete or unsigned applications will not be considered and that false, incomplete or misleading statements are grounds for my immediate discharge. I understand that any offer of employment is contingent upon proving my identity and documenting my right to work. I understand that, where permitted by applicable law, EVOS® Franchise Owners are at-will-employers & these policies cannot be changed except in writing.

Signature:

Print Name:

Date: