

**Wurst Haus**  
**German Deli & Restaurant**

**Application for**  
**Employment**

# Statement of Values

Dear Applicant:

Welcome to the Wurst Haus German Deli & Restaurant. 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 isn't enough.
- We believe that everyone is capable of being a team player.
- We believe in doing business in a professional and orderly manner.
- We believe in honesty and integrity.
- 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 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.

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



## Application for Employment

*We consider applicants for all positions without regard to race, color, religion, sex, age, disability, veteran status or any other legally protected status.*

|  |                   |  |           |   |     |
|--|-------------------|--|-----------|---|-----|
| First Name   |                   | Middle Name  | Last Name | Today's Date  |     |
| Street/P.O. Box  |                   | Apt.#  | City      | State   | Zip |
| Day Phone No.  | Evening Phone No. | Social Security Number   |           | Expected Hourly Pay Rate  |     |
| Driver's License No.   |                   | State  |           | Expiration Date   |     |
| Do you have reliable transportation to and from work during our hours of operation?<br>Yes _____ No _____          |                   | Are you applying for a full-time or part-time position?<br>Full-Time _____ Part-Time _____ |           | How many hours per week do you want to work?<br>Minimum _____ Maximum _____ |     |
| Email Address: _____   |                   |  |           |   |     |
| Position Applying For:<br>Server _____ Host/Hostess _____ Kitchen Prep _____ Cook/Line Cook _____ Dishwasher _____ |                   |  |           |   |     |

Wurst Haus does not tolerate drug use. Are you willing to comply? \_\_\_\_\_

Can you pass a Drug test? \_\_\_\_\_

If hired, can you submit documents to prove your legal right to work in the U.S.? \_\_\_\_\_

Are you of legal age to serve alcoholic beverages? \_\_\_\_\_

We do not permit smoking while on duty. Are you willing to comply? \_\_\_\_\_

List times & day's you are not available to work? \_\_\_\_\_

Are you willing to work overtime? \_\_\_\_\_ Weekends? \_\_\_\_\_ Holidays? \_\_\_\_\_

Have you ever lived in any state other than Texas? \_\_\_\_\_ If yes, list states \_\_\_\_\_

Are you currently employed? \_\_\_\_\_ If hired, when would you be able to start? \_\_\_\_\_

How many jobs have you had in the past year? \_\_\_\_\_ Past two years? \_\_\_\_\_

What were the circumstances for leaving each job? \_\_\_\_\_

\_\_\_\_\_

What is the minimum amount you need to earn? \$ \_\_\_\_\_ /week \$ \_\_\_\_\_ /month

Have you ever been discharged or asked to resign from any position? \_\_\_\_\_

If yes, please describe: \_\_\_\_\_

\_\_\_\_\_

List any special skill or training: \_\_\_\_\_

Being on your feet for 6-9 hours at a time is a requirement in most positions. Are you willing and able to comply with this requirement? \_\_\_\_\_

Have you ever been arrested? \_\_\_\_\_ If so, for what and when? \_\_\_\_\_

Have you ever been convicted of a crime? \_\_\_\_\_ If so, for what and when? (Please give details) \_\_\_\_\_

How long have you lived at current residence? \_\_\_\_\_ If less than two (2) years please list previous residence. \_\_\_\_\_

High School \_\_\_\_\_ Did you graduate? \_\_\_\_\_ If no, G.E.D. \_\_\_\_\_

Where did you earn G.E.D.? \_\_\_\_\_ When? \_\_\_\_\_

College \_\_\_\_\_ # of years? \_\_\_\_\_ # of credit hours? \_\_\_\_\_ Degree: \_\_\_\_\_

If hired, what commitments do you have, or do you anticipate, that may affect your schedule with us? \_\_\_\_\_

If offered a position with Wurst Haus, how long would you plan to remain with us? \_\_\_\_\_

We have specific requirements for personal appearance for both the dining room and kitchen:

Clean, proper work apparel, no excessive jewelry or makeup, and good general hygiene.

Are you willing to comply with these requirements? \_\_\_\_\_

Why are you applying for a position with us? \_\_\_\_\_

If hired, what notice do you need to give your current employer? \_\_\_\_\_

Under what circumstances would you not feel comfortable serving alcohol? \_\_\_\_\_

Up to 50 lbs. of lifting several times a day is an essential function of kitchen positions. Are you willing and able to comply with this requirement? \_\_\_\_\_

For references purposes: Have you worked or attended school under a different name? \_\_\_\_\_

If yes, give name \_\_\_\_\_

List any friends or relatives employed by Wurst Haus \_\_\_\_\_

**JOB DUTIES INCLUDE BUT ARE NOT LIMITED TO:**

Dusting, Sweeping and Mopping

Able to work on short notice

Standing for up to 10 hrs without a break

Stocking, Cleaning, and general Housekeeping

Able to follow direction, being self-motivated

Bending, Squatting, and lifting up to 50 lbs

If for any reason you cannot complete any of the duties listed above, please state which one(s) and why \_\_\_\_\_

Please complete the information requested below regarding your work history.

| EMPLOYMENT HISTORY                                  |  |  |  |
|---|--|--|--|
|   | CURRENT OR MOST RECENT EMPLOYER              | PREVIOUS EMPLOYER                            | PREVIOUS EMPLOYER                            |
| NAME OF EMPLOYER                                    |  |  |  |
| ADDRESS   |  |  |  |
| MAY WE CONTACT THIS EMPLOYER? IF NO, PLEASE EXPLAIN |  |  |  |
| SUPERVISOR'S NAME                                   |  |  |  |
| PHONE NUMBER  |  |  |  |
| LENGTH OF EMPLOYMENT                                | From _____ To _____<br>Month/Year Month/Year | From _____ To _____<br>Month/Year Month/Year | From _____ To _____<br>Month/Year Month/Year |
| POSITION(S) HELD                                    |  |  |  |
| DESCRIPTION OF DUTIES AND RESPONSIBILITIES          |  |  |  |
| HOURLY PAY RATE                                     | Start Last                                   | Start Last                                   | Start Last                                   |
| AVERAGE NUMBER OF HOURS WORKED PER WEEK             |  |  |  |
| REASON FOR LEAVING                                  |  |  |  |

If employed, I hereby agree to abide by all policies and rules of Wurst Haus including those addressing job-related appearance and grooming standards. I understand that these policies and rules may be amended or revised by the Wurst Haus at any time and that nothing in this application creates, or will create, an express or implied contract of employment between the Wurst Haus and me. I understand that false, misleading, or omitted information in my application, resume, or interview(s) may result in discharge.

Signature \_\_\_\_\_

Date \_\_\_\_\_

# FOR WURST HAUS OFFICE USE ONLY

## Candidate, Please Do Not Write On This Page

**Describe the following working conditions to the candidate:**

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Non-Smoking environment | <input type="checkbox"/> Parking                    | <input type="checkbox"/> Teamwork (Give example)              |
| <input type="checkbox"/> How much trainees earn  | <input type="checkbox"/> Hours (early, late shifts) | <input type="checkbox"/> Servers seat & buss                  |
| <input type="checkbox"/> Cross-training          | <input type="checkbox"/> 4-9 table stations         | <input type="checkbox"/> Management team structure and tenure |

**Review our benefits and background:**

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Meal program      | <input type="checkbox"/> Vacation policy       | <input type="checkbox"/> Pay every two weeks |
| <input type="checkbox"/> Simple dress code | <input type="checkbox"/> History of Wurst Haus | <input type="checkbox"/> Growth plan         |

### HOURLY EMPLOYMENT VERIFICATION

|  | Employment Verification #1                       | Employment Verification #2                       |
|--|--|--|
| <b>Date of Employment Verification</b>   |  |  |
| <b>Conducted by</b>  |  |  |
| <b>Company</b>   |  |  |
| <b>Name of Supervisor</b>  |  |  |
| <b>Supervisor's Title</b>  |  |  |
| <b>Phone Number</b>  |  |  |
| <b>"Mr./Ms. (Name) has applied for employment with us. I would like to verify some of the information given to us. When did he/she work for your company?"</b> | From: _____ / _____                              | From: _____ / _____                              |
| <b>"Would you re-employ him/her?"</b>  | Yes      No                                      | Yes      No                                      |
| <b>"What was his/her job with you?"</b>  |  |  |
| <b>"He/she says compensation was \$ _____. Is that correct?"</b>   | Yes      No      \$ _____                        | Yes      No      \$ _____                        |
| <b>"Why did he/she leave your company?"</b>  |  |  |
| <b>"I would like to talk to another individual who worked closely with (Name). Who can you recommend and how can I contact him/her?"</b>                       | Name: _____<br>Position: _____<br>Phone #: _____ | Name: _____<br>Position: _____<br>Phone #: _____ |
| <b>Additional Comments</b>   |  |  |

## 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 President is 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) \_\_\_\_\_