



*Adventures in Restaurant Management*

# Employment Application

## MISSION STATEMENT

### ***To Earn a Reputation as the Best Employer in the Area!***

To achieve this goal, we will hire the most qualified people we can. 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 them. We will enjoy a high retention rate. We have a waiting list of people who want to join the company.

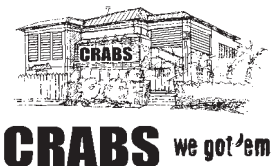
### ***To Operate the Most Successful Operation in the Market!***

Our Operations will be exciting, diverse and profitable. We will consistently deliver on our service guarantee of ***“Warm and Friendly Service by Employees Who Give a Damn”*** and foster high professional standards. We will provide legendary service - the unique and powerful sort of personal care and attention that our guests tell stories about. We will consistently achieve the highest volumes in our market and have a waiting line when our competitors are half full. We will develop a loyal repeat trade.

## ADVICE TO APPLICANTS

We are not just another food service company and we are not just looking for a job applicant. The following will give you some ideas of what to expect and how to proceed from here.

- Please give this application some thought and take your time.
- We will verify all information you give us on the application. Any false or misleading statements will disqualify you from consideration, no matter how talented you may be.
- We are committed to maintaining a drug free workplace.
- We will verify your references. In addition to your supervisors, we want to talk with your co-workers and anyone who may have worked with you in past positions.
- We will regularly evaluate your performance so you know where you stand and how you are doing. We welcome and encourage your feedback during these evaluations.
- Our success comes from delighting our guests and earning their regular patronage. Everything in our company is focused on achieving this goal.
- 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 the second or third try. We hope you will visit us often as a guest and let us know how you are doing.



# APPLICATION FOR EMPLOYMENT

**RESTAURANT LOCATION:**     McGuire's Pensacola                       McGuire's Destin  
    Crabs We Got 'Em                       Flounder's Chowder House

In order for you to be considered for employment, this application must be filled out in its ENTIRETY. Resumés, though certainly welcome, should not be submitted in lieu of information requested below.

## About You

Today's Date    /    /

Last Name		First Name		Middle Initial	
Social Security Number		Telephone			
_____ / _____ / _____		(       )			
Street Address		City	State	Zip Code	
Mailing Address (if different from above)		City	State	Zip Code	
Can you read at a 6th grade level? (Circle)    YES    NO		Have you ever been convicted of a felony?    YES    NO		(If yes, give details on back page)	
Can you provide proof that you are over 18 years old?    YES    NO		Over 21 years old?    YES    NO			
Do you have a legal right to work in the U.S.?    YES    NO		Can you provide documentation of your legal right to work?    YES    NO			
Is there any reason you could not perform all physical aspects of this job (including being able to lift up to 50 lbs)?		YES	NO	(If yes, please provide details on last page)	
Have you ever worked for us before?    YES    NO		(If yes, when & where _____)			
Relatives or friends employed by McGuire Management Group:					
In case of emergency, please notify:		Relationship	Telephone		
(Name)		(       )			

## About the Job

What position are you applying for? _____	Salary Requirement _____	<input type="checkbox"/> Full-time	<input type="checkbox"/> Part-Time
Would you accept another position? YES    NO		If so, which one? _____	
		When can you start working? _____	

AVAILABILITY	MON	TUES	WED	THURS	FRI	SAT	SUN
	<input type="radio"/> morning	<input type="radio"/> morning	<input type="radio"/> morning	<input type="radio"/> morning	<input type="radio"/> morning	<input type="radio"/> morning	<input type="radio"/> morning
	<input type="radio"/> evening	<input type="radio"/> evening	<input type="radio"/> evening	<input type="radio"/> evening	<input type="radio"/> evening	<input type="radio"/> evening	<input type="radio"/> evening
	<input type="radio"/> anytime	<input type="radio"/> anytime	<input type="radio"/> anytime	<input type="radio"/> anytime	<input type="radio"/> anytime	<input type="radio"/> anytime	<input type="radio"/> anytime

## Training / Education / Skills

High school name / location:	Circle years completed	Graduated?	Degree earned
	1 2 3 4 (circle)	YES    NO	
College name / location	Circle years completed	Graduated?	Degree earned
	1 2 3 4 (circle)	YES    NO	
Trade school(s) attended	Do you speak languages other than English? (Please list)		
Responsible alcohol serving programs you have taken:	Restaurant skills courses or classes:		
Do you have other relevant equipment, communication or information skills? (Please list)			
Professional memberships and certifications:			

# Previous Employment

Company	Length of Service:		
	From:	To:	
Street address	City	State	Zip Code
Supervisor's name	Supervisor's title	Telephone	( )
Type of work at start	Type of work upon leaving	Reason for leaving	

Company	Length of Service:		
	From:	To:	
Street address	City	State	Zip Code
Supervisor's name	Supervisor's title	Telephone	( )
Type of work at start	Type of work upon leaving	Reason for leaving	

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	From:	To:	
Street address	City	State	Zip Code
Supervisor's name	Supervisor's title	Telephone	( )
Type of work at start	Type of work upon leaving	Reason for leaving	

## About You

- 1) What do you plan to bring to the McGuire family? \_\_\_\_\_
- 2) What does customer service mean to you? \_\_\_\_\_
- 3) Why are you seeking employment with us? \_\_\_\_\_
- 4) What are your goals/plans for the next 6 months? \_\_\_\_\_
- 5) Why would you be a good choice for this position? \_\_\_\_\_
- 6) Use the space below to give us any relevant additional information that may help us determine the best job for you.

# Applicant Certification

I affirm that all information in this application is true and complete. Any misrepresentation, false statement, or omission of facts called for shall be grounds for refusal of employment or if hired, dismissal from employment. I understand that any violation of company rules, policies, standards, and/or procedures shall be grounds for dismissal. I agree to conform to the rules, policies, standards and regulations of McGuire Management Group. I understand that my employment and compensation can be terminated with or without cause, and with or without notice, at any time at the option of McGuire Management Group or myself, and I understand that no representative of the company has the authority to make modifications, either verbally or in writing to the contrary. I understand that any offer of employment is contingent upon my providing legal forms of identification, documenting my right to work and passing a drug test. I understand that employment is subject to a 90 day probation period. These policies cannot be changed except in writing.

Date:

Signature:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Printed Name

*McGuire Management Group is a Drug-Free workplace. We are an equal opportunity employer seeking the best qualified personnel without regard to race, color, religion, age, sex, disability, national origin, sexual orientation, or on any other basis made unlawful by either state or federal law.*

## Applicant Tracking Form FOR USE BY AUTHORIZED PERSONNEL ONLY

1st Interview on: _____	By: _____	Passed: _____ Failed: _____	
Comments: _____			
2nd Interview on: _____	By: _____	Passed: _____ Failed: _____	
Comments: _____			
<b>RATING:    1    2    3    4    5    6    7    8    9    10</b>			
Mannerisms:	Appearance:		
Preparedness:	Longevity:		
Reference Check Completed By: _____	Date: _____		
Comments: _____			
Position Applied For: _____	Offer Made: YES    NO	Offer Accepted: YES    NO	
Hire Date: _____	Salary: _____	Start Date: _____	Training Class Start Date: _____
If NO offer made, or if offer NOT accepted, list reasons why:  _____			