



CORE VALUES

Dear Applicant:

Welcome to Spinato's Pizzeria. 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.

The following list of core values reflects what is truly important to us as a company. We believe that in order for us to be successful in both our personal and professional lives, we must practice these core values every day and in everything we do.

- **Honor:** We honor our guests, our employees, our community, and ourselves through principles of truth, integrity, ethics, and trust. Our word has always been and will always be as good as a written contract.
- **Commitment to Excellence:** We believe that it is our duty to uphold a commitment to excellence for our guests through superior service, quality, and integrity.
- **Knowledge:** We believe that ongoing training and development of our staff is important to better serve our guests, our staff, and our company. We recognize that learning, growing, and being open to change is a pre-requisite to success and will always keep us one step ahead of our competition.
- **Family:** As a family-owned company, we recognize that family **MUST** come first. We believe in treating all of our guests and employees as if they were our own family by giving them the same respect, honor, and love we give our own.
- **Reputation:** Our name is our reputation; our reputation is our commitment to excellence. Our decisions will not be made without first considering and adhering to this principle.
- **Accountability:** Our guests hold us accountable for delivering the perfect Spinato's Experience. As shall we hold ourselves to that same accountability. We encourage ourselves and others to give and receive feedback that is open and honest. We are firm yet fair in our beliefs and actions. We hold each other accountable for our mistakes as well as our commitments.
- **Community** As a locally owned restaurant, we believe it is important to contribute to the community that we are apart of. We take an active role by investing our time, energy, and resources as a way to give back to the communities that we serve.
- **Attitude:** Our positive attitude makes us optimistic about ourselves and our future. We recognize and celebrate our victories and know that fun makes the hard work worth it.
- **Diversity:** We believe enlightenment comes from understanding the needs of our diverse team members and guests. We embrace diversity and recognize its importance for our future growth and success.

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



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

**** PLEASE PRINT CLEARLY ****

Position (s) applied for _____ *Date* _____

How did you find out about this job? Newspaper Employee Walk-in Relative Other

Why do you want to work for Spinato's? _____

Applicant Information

First Name _____ Last Name _____ Phone Number _____

Street Address _____ Social Security No _____

If hired, do you have a reliable means of transportation to get to work? _____ Describe _____

Are you at least 18 years old _____ Are you old enough to serve alcohol? _____

If the job you are applying for requires driving: Driver's License No. _____ State _____ Expiration Date _____

Are you legally eligible for employment in the U.S.? _____ (Proof of U.S. citizenship or immigration status is required if hired.)

Are you a veteran? _____ If yes, give dates of service: From _____ To _____

List any special skills or training: _____

Have you been convicted of a crime? Yes No If yes, state the nature of the offense and disposition of the case. Include dates and places.
(NOTE: The existence of a criminal record does not constitute an automatic bar to employment.)

Employment Information

Are you seeking full time, part time or temporary employment? _____

What hours and shift(s) would you prefer to work? _____

List times you are not available to work? _____

Are you willing to work overtime? _____ Weekends? _____ Holidays? _____ Desired salary or wage? _____

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

Have you ever worked for this organization before? _____ If yes, name used: _____

List any friends or relative employed by this company: _____

Have you ever been discharged or asked to resign from any position? _____ If yes, please describe: _____

Do you have a food handlers card? _____ If yes, expiration date: _____

What did you like and dislike most about your past job? _____

Spinato's is a family owned and operated Pizzeria. Tell us what family means to you? _____

Education

What is the highest level of education you completed? _____

Work History (please begin with most recent)

1. Company _____ Phone No. with Area Code _____
Address _____ City/State/Zip _____
Dates of Employment: From _____ To _____ Salary: Beginning _____ Ending _____
Job Title _____ Supervisor's name & Title _____
Describe duties briefly: _____
Specific reason for leaving: _____

2. Company _____ Phone No. with Area Code _____
Address _____ City/State/Zip _____
Dates of Employment: From _____ To _____ Salary: Beginning _____ Ending _____
Job Title _____ Supervisor's name & Title _____
Describe duties briefly: _____
Specific reason for leaving: _____

3. Company _____ Phone No. with Area Code _____
Address _____ City/State/Zip _____
Dates of Employment: From _____ To _____ Salary: Beginning _____ Ending _____
Job Title _____ Supervisor's name & Title _____
Describe duties briefly: _____
Specific reason for leaving: _____

May we contact the employers listed above? _____ If not, list the employers you do not wish us to contact and why:

REFERENCES: PLEASE LIST 3 PERSONAL OR BUSINESS RELATED REFERENCES:

1. Name _____ Business _____ Relation _____ Phone _____
2. Name _____ Business _____ Relation _____ Phone _____
3. Name _____ Business _____ Relation _____ Phone _____

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.

If this application is considered favorably, I agree to abide by and comply with all rules and regulations of Spinato's Inc. as they currently exist and/or as they are modified from time to time during my employment relationship.

I also agree and understand that by accepting employment and entering onto company property that I consent to a search of my personal property and effects, if deemed appropriate by management.

I acknowledge that Spinato's policies prohibit harassment and discrimination of any kind and that if hired, I must report any instances of harassment or discrimination of which I am aware.

Signature _____ Date _____

Name (please print) _____