



Application for Hourly Employment

We are an Equal Opportunity Employer

We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, marital or veteran status, the presence of a non-job-related medical condition or handicap, or any other legally protected status.

Date _____ Social Security No. _____

Name _____ Telephone _____
Last First Middle

Address _____
No. Street City State Zip

Previous U.S. Address _____
No. Street City State Zip

Dates of Previous Address _____

Are you at least 16 years of age? () yes () no *If you are under 18 years of age, we will require prior to starting work, an Age Certificate or Work Permit issued through the local school district.*

If not a U.S. citizen, are you eligible to work in the U.S.? () yes () no Position Desired _____

Hours desired _____ Available Start Date _____ Desired Wage _____

Have you ever applied to a food service operation owned by Schmidt's before? () yes () no

Location _____ date _____

Have you ever been employed by an operation owned by Schmidt's? () yes () no

Location _____ date _____

Have you ever been convicted of a felony in the last 5 years? () yes () no If yes, please explain
(Conviction will not necessarily disqualify you)

Hobbies and interests _____

How were you referred to Schmidt's? _____
TV Friend Classified Cable Carrier

EDUCATION

High School _____
School Location Years Completed

College _____
School Location Years Completed

Did you graduate from high school? () yes () no From college? () yes () no major _____

Name some activities or athletics in which you participated _____

Person to notify in case of emergency: name, address, telephone, relationship

(see reverse side)

EMPLOYMENT HISTORY

List present employer or most recent employer first (use additional sheets of paper, if necessary). May we contact these employers? () Yes () No Please specify.

Employer _____ Address _____ Telephone _____	Employed From _____ mo./yr. To _____ mo./yr.	Supervisor's Name Your Job Title
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Your Salary		Duties
Start	End	

Reason For Leaving _____

Employer _____ Address _____ Telephone _____	Employed From _____ mo./yr. To _____ mo./yr.	Supervisor's Name Your Job Title
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Your Salary		Duties
Start	End	

Reason For Leaving _____

Employer _____ Address _____ Telephone _____	Employed From _____ mo./yr. To _____ mo./yr.	Supervisor's Name Your Job Title
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Your Salary		Duties
Start	End	

Reason For Leaving _____

AGREEMENT

I understand that investigative reports may be obtained by Schmidt's Sausage Haus, which include information concerning my character, financial responsibility, employment history, educational credentials and credit. I further understand that I have the right to make a written request to the company as to the nature and scope of this report. Schmidt's Sausage Haus is hereby authorized to investigate my personal history financial and credit record through any agency or bureau the Company selects.

The facts set forth in my application for employment are true and complete. I understand that if employed, false statements or omission of facts on this application shall be sufficient cause for dismissal. In consideration of my employment I agree to be construed as a direct, implied or inferred contract of employment.

Further, I understand that if I obtain employment with Schmidt's my employment will not be for a fixed period of time and that it can be terminated by the Company or me, without liability to me for wages, salary or benefits except what I have earned as of the date of termination.

I also understand that I am not being hired to work in a specific job category or on a fixed schedule and that my scheduled hours may vary from week to week.

Date _____ Applicant's Signature _____



POSITIVE WORKPLACE COMMITMENT

Applicant Name: _____

Applicant Social Security Number _____

“A commitment to myself and my fellow workers”

Our goal is to create a positive workplace where only constructive behavior and communication positively builds the work place. We expect this to be the commitment and habit of each associate and manager at Schmidt's.

POSITIVE COMMUNICATION

Schmidt's values honest, caring, and constructive relationships, and as a result will not tolerate negative destructive communication. Negative communication includes foul language, terms or sexual innuendo, silent treatments, harassment of any type, gossip, racial or other name calling of any kind, unwelcome touching, horseplay, or sharing wage information with others. These activities are destructive, inappropriate, and out of place in our professional environment. Your acceptance of employment indicates that you will prize and demonstrate positive communication as a member of our associate staff. Positive communication begins with an attitude that builds up others and follows the principal of “speaking truth with compassion”.

REFERENCE CHECK AUTHORIZATION

To ensure a high quality workforce of competent men and women of strong character, Schmidt's values honesty in prior work history disclosure. By signing this document you agree to authorize any person, firm, corporation or other entity to furnish information requested by Schmidt's or it's agents, concerning yourself, your employment skills and work habits, ability to perform the essential functions of the job for which you applied, academic records, criminal conviction records and assessments of personal style and character. You release, discharge, and hold Schmidt's, it's agents, and any party delivering information to Schmidt's or it's agents, harmless from any liability, claims, charges, costs, or causes of action which you may have as a result of the disclosure, non-disclosure, or omission of any information associated with the reference check process.

You understand and agree that information for any initial or pre-disclosed post-hire reference check may be obtained through interview with parties having information which pertains directly to you and your history through requests to former employers, law enforcement agencies, academic institutions, and or personal references provided by you and or governmental agencies.

DRUG AND ALCOHOL-FREE WORK ENVIRONMENT

Schmidt's values a drug and alcohol free work environment. You understand that you may be asked to provide a urine, blood, or breath specimen, that will be tested for the presence of drugs and or alcohol, based upon

*reasonable suspicion, during your employment. Management candidates may also be required to submit a pre-offer drug screen. Additionally, you pledge to promote a drug and alcohol free work environment among your peers and leaders at all times in your deeds and words to the very best of your ability.

* Reasonable suspicion is defined as associate behavior which can be reasonably determined to be inconsistent with that associates normal work style behavior (and is not reasonably ascribed to more normal life functions such as stress or fatigue) and which may directly threaten the fulfillment of the positive workplace commitment to all our associates. This standard shall apply to leaders as well as associates.

BY SIGNING THIS DOCUMENT, YOU ACKNOWLEDGE THAT YOU FULLY UNDERSTAND AND AGREE TO ALL OF THESE TERMS AND CONDITIONS STATED AND THAT THIS AUTHORIZATION AND AGREEMENT IS OF YOUR VOLUNTARY ACT. FURTHER, YOU UNDERSTAND THAT NO COMPANY DOCUMENT OR STATEMENT MADE SHOULD BE CONSTITUTED AS A DIRECT OR IMPLIED CONTRACT OF EMPLOYMENT BETWEEN YOURSELF AND SCHMIDT'S. ALSO YOUR EMPLOYMENT IS FOR NO DEFINITE PERIOD AND YOUR EMPLOYMENT AND COMPENSATION CAN BE TERMINATED FOR CAUSE AT ANY TIME, AT THE OPTION OF EITHER YOURSELF OR SCHMIDT'S. YOU FURTHER UNDERSTAND THAT NO REPRESENTATIVE OF SCHMIDT'S HAS ANY AUTHORITY TO MAKE ANY REPRESENTATION, PROMISE OR STATEMENT TO THE CONTRARY AND THAT YOU WILL NOT RELY ON ANY SUCH STATEMENTS OR PROMISES.

(This document must be signed prior to any initiation of background check and any offer of employment; failure to do so invalidates any subsequent offer to hire.)

Applicant Signature _____

Date _____

Witness _____

Date _____

(Schmidt's Manager)