



**Restaurant Operations  
Crew Member  
APPLICATION FOR EMPLOYMENT**

**APPLICANT NOTE**

Skipper's Fish Fry, Inc. is an Equal Opportunity Employer. This application form will be used to evaluate your qualifications for employment. This is not an employment contract. Please answer all questions completely and accurately. False or misleading statements during the interview and on this form are grounds for terminating the application process or, if discovered after employment, terminating employment. All qualified applicants will be considered without discrimination based on sex, marital status, race, color, age, creed, national origin or the presence of disabilities, and any and all other characteristics protected by law. A felony conviction will not necessarily bar an applicant from employment. Testing of job-related skills and for the presence of drugs in your body may be required prior to employment.

**PERSONAL**

(Please Print)

NAME \_\_\_\_\_ SOCIAL SECURITY\* \_\_\_\_\_

Last Name Middle Initial First Name

ADDRESS \_\_\_\_\_ PHONE \_\_\_\_\_

Street Address Apt. No. or Box City State Zip Area Code Tel. No.

ARE YOU 18 OR OLDER? YES \_\_\_\_\_ NO \_\_\_\_\_ IF NOT, DATE OF BIRTH \_\_\_\_\_

The minimum age for employment at a Skipper's Fish Fry, Inc. is 16. Please do not apply for a position until after your 16<sup>th</sup> birthday.

If you are under the age of 18, proof of age is required prior to starting employment. Items that can be used as proof of age include a birth certificate, passport, driver's license, school work permit, military ID card. Please provide a copy of your proof of age to the restaurant manager at time of hire.

**IN CASE OF EMERGENCY, CONTACT:** \_\_\_\_\_

Name Relationship Telephone #

Address City State

**EDUCATION**

SCHOOL (Most recently attended): NAME \_\_\_\_\_ LOCATION \_\_\_\_\_ PHONE \_\_\_\_\_  
Area Code/Tel. No.

GRADUATED? YES \_\_\_\_\_ NO \_\_\_\_\_ IF NO, LAST GRADE COMPLETED \_\_\_\_\_

NOW ENROLLED: YES \_\_\_\_\_ NO \_\_\_\_\_ GRADE POINT AVERAGE \_\_\_\_\_

SPORTS OR ACTIVITIES \_\_\_\_\_

**WORK EXPERIENCE**

THREE MOST RECENT JOBS WITHIN THE LAST FIVE YEARS (If not applicable, list U.S. Military, volunteer work, or personal references):

1. COMPANY \_\_\_\_\_ PHONE \_\_\_\_\_

POSITION \_\_\_\_\_ DATES WORKED \_\_\_\_\_

NAME OF SUPERVISOR \_\_\_\_\_ TITLE \_\_\_\_\_ FROM \_\_\_\_\_ TO \_\_\_\_\_  
PAY RATE \_\_\_\_\_

REASON FOR LEAVING

(Office Use Only) EMPLOYMENT VERIFIED BY: \_\_\_\_\_ DATE: \_\_\_\_\_ SPOKE WITH: \_\_\_\_\_

2. COMPANY \_\_\_\_\_ PHONE \_\_\_\_\_

POSITION \_\_\_\_\_ DATES WORKED \_\_\_\_\_

NAME OF SUPERVISOR \_\_\_\_\_ TITLE \_\_\_\_\_ FROM \_\_\_\_\_ TO \_\_\_\_\_  
PAY RATE \_\_\_\_\_

REASON FOR LEAVING

(Office Use Only) EMPLOYMENT VERIFIED BY: \_\_\_\_\_ DATE: \_\_\_\_\_ SPOKE WITH: \_\_\_\_\_

3. COMPANY \_\_\_\_\_ PHONE \_\_\_\_\_

POSITION \_\_\_\_\_ DATES WORKED \_\_\_\_\_

NAME OF SUPERVISOR \_\_\_\_\_ TITLE \_\_\_\_\_ FROM \_\_\_\_\_ TO \_\_\_\_\_  
PAY RATE \_\_\_\_\_

REASON FOR LEAVING

(Office Use Only) EMPLOYMENT VERIFIED BY: \_\_\_\_\_ DATE: \_\_\_\_\_ SPOKE WITH: \_\_\_\_\_

	MON	TUE	WED	THUR	FRI	SAT	SUN
FROM							
TO							

TOTAL HOURS AVAILABLE PER WEEK \_\_\_\_\_

DATE AVAILABLE TO START \_\_\_\_\_

*Skipper's reserves the right to modify hours and work schedules*

Do you have prior restaurant experience?      YES                              NO                              If so, when and where?

Have you ever been disciplined for absenteeism or tardiness by any previous employer? YES                              NO

If yes, provide details:

Have you ever been discharged or asked to resign by any of your previous employers? YES                              NO

If yes, explain: \_\_\_\_\_

Have you ever been convicted, pled guilty or pled "No Contest" (No Lo Contendere) to a felony or misdemeanor other than a traffic violation?                              YES \_\_\_\_\_      NO \_\_\_\_\_

If yes, explain \_\_\_\_\_

A conviction will not automatically disqualify an applicant from employment. Instead, the relationship of the conviction to the job(s) in question will be considered.

SKIPPER'S FISH FRY, INC.

In completing this application, I understand that it is very important that I be completely truthful. I realize that Skipper's is relying on my truthfulness. I agree that if it should be discovered that the information, I am providing is inaccurate, misleading, or incomplete in any respect, I will be disqualified for employment or, if I have already been hired, my employment will be terminated immediately. I also understand and agree for Skipper's to contact all references I have listed on this application and for those references to disclose any and all information about their relationship with me.

I understand and agree that if I should become employed by Skipper's, I will have the right to terminate my employment at any time for any reason, or for no reason. I further agree that Skipper's shall have the same right to terminate my employment. My employment at-will status cannot be modified unless such modification is set forth in writing in a document signed by both me and the General Manager of the Company. Employee handbooks, manuals, personnel policies and procedures at Skipper's are not employment contracts and do not modify my status as an at-will employee. Additionally, I authorize Skipper's Fish Fry, Inc. to conduct a social security verification for the number that I have provided for myself on this application.

I agree to submit, at any reasonable time during my employment, and without notice, to a drug and/or alcohol screening test. I understand that refusal to take a requested drug and/or alcohol screening may result in discharge. I further understand that, if employed, a positive test result may also result in immediate discharge.

I have read and understand the foregoing. I am seeking employment at Skipper's Fish Fry, Inc. under the terms set forth herein. I certify and declare that all of the information I have provided is true and correct.

Applicant's Signature \_\_\_\_\_

Date \_\_\_\_\_

This application will be considered active for 30 days. For consideration after 30 days you must reapply.