



# EMPLOYMENT APPLICATION

Name \_\_\_\_\_ Phone Number \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip Code \_\_\_\_\_

Position Applying For: \_\_\_\_\_ When are you available to start? \_\_\_\_\_ Asking Wage \_\_\_\_\_ How many hours per week? \_\_\_\_\_

WORK HOURS AVAILABLE							
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
From							
To							

EDUCATION		
Highest Level Attained	Name of School	Program/Major

WORK HISTORY			
Dates Employed (MM/DD/YY)	From:	To:	Name and Phone Number of Supervisor:

Name and Address of Business \_\_\_\_\_

Position: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

Dates Employed (MM/DD/YY)	From:	To:	Name and Phone Number of Supervisor:

Name and Address of Business \_\_\_\_\_

Position: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

Dates Employed (MM/DD/YY)	From:	To:	Name and Phone Number of Supervisor:

Name and Address of Business: \_\_\_\_\_

Position: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

## REFERENCES

\_\_\_\_\_  
 \_\_\_\_\_

Are you 18 years of age or over?  YES  NO

## SCHOOL / COMMUNITY ACTIVITIES (INCLUDE # OF HOURS PER WEEK)

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

I certify the information provided on this application is complete and accurate to the best of my knowledge. I authorize C.H. Deli to contact my previous employers to verify the information I have provided., and obtain any other information relevant to my potential employment with C.H. Deli. This consent is valid during the consideration of my application and if hired for the duration of my employment.

Country House Deli wants to hire the best applicants available. All applicants are subject to a work and criminal background check. Those passing the screening may be considered for an interview.

Signed: \_\_\_\_\_

Dated: \_\_\_\_\_

# C.H. DELI EXPECTATION OF EMPLOYEES

To succeed at your job, you must know what our expectations are for employees. There are a lot of things for you to know, but we work as a team and we will help you as you go along. Country House Deli has been around over 40 years and has a reputation for quality, service and cleanliness. That means we are extremely discerning in regard to who we allow to work here.

**CARING:** We can train you to do a lot of things, but we cannot teach you how to care. That is something that you must bring to the table. Caring means that you care about the quality of the work that you do and that you are driven to do a good job.

**INITIATIVE:** We are not babysitters. We will train you and have lists to help you get what we need done. After 60 days, we expect you to be taking charge of getting things done without having someone constantly supervising you. We welcome questions, but if you are asking what to do next and you haven't completed the lists, you are not taking the initiative.

**HOURS:** The number of hours you receive is dependent upon a couple of factors. As a restaurant, we go through times that are slow and some that are busy. When it is slow, employees may be cut earlier or not scheduled many hours to keep the cost of labor down. When it is busy, we may ask you to put in as much time as you can handle. The months of December and May are the busiest months. November, January and February are the slowest. Another factor is how well you do your job. There is no such thing as seniority when it comes to hours. Employees that impress me will always get more hours. If you are a "high speed, low drag" kind of person, you will get the priority of hours.

**FOCUS:** We prize people who can stay focused on what needs to be done and not get distracted by cell phones or conversations. Time is money...and the more productive you are, the more value you have to us. It is annoying when an employee cannot work and talk at the same time. No standing around doing nothing or leaning against tables talking or staring into space. Stay focused on the job, and we will be fine.

**ACCOUNTABILITY:** Just like you have accountability for your personal responsibilities, you have accountability to the Deli. When you ask for a job, you need to hold yourself equally accountable to the business. The business depends on its employees to function and serve the customer. Keep us informed of schedule changes as soon as possible...a month out is desirable but we understand things do change. However, you do not want to make a habit of calling in on short notice telling us you cannot work. It creates a hardship for other people. If you are scheduled to work, you are accountable to work that day. You can ask someone to fill in for you but if that person doesn't show, it is a strike against you, not the worker you asked.

**INTEGRITY/ETHICS:** We want people of good character. That is what our customer expects and what we at C.H. Deli want in our employees. Doing the right thing, even when no one is looking seems to be rare these days, but it is important that we can trust you to do the right thing.

**STAMINA-SKILL-SPEED:** These three things are important to succeed in the Deli work environment.

1. **STAMINA:** We work long hours on our feet with few breaks. The food business requires some physical fitness. It may take some time to build your stamina, but to keep your job, you must build it.
2. **SKILL:** We don't expect you to possess skill right away but we do expect you to pick up on your tasks and develop skill over time.
3. **SPEED:** This is very important. Not that we want you to rush to failure, but the ability to perform tasks quickly and efficiently is highly valued here. It doesn't matter if it is mopping floors, prepping, or making sandwiches...speed makes a difference.

If you are a hard worker and want to work for a business consistently voted "**BEST OF THE BEST**" then this is the perfect workplace for you. In fact, you will probably like working here better than working at some places where you are stuck working with chuckleheads who stand around collecting a paycheck. The best places to work are the places where everyone works hard and helps each other out.