

# BLACK BEAR TAVERN/RESTAURANT

## APPLICATION FOR EMPLOYMENT

PLEASE PRINT LEGIBLY

We Are An Equal Opportunity Employer.

All applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, genetic information, physical or mental disability, ancestry, marital status, citizenship status, sexual orientation, or status in any other group protected by federal, state, or local law.



Name: \_\_\_\_\_ Date: \_\_\_\_\_

Social Security #: \_\_\_\_\_  
(NOTE: Your social security number will not be disclosed to third parties)

Present Address: \_\_\_\_\_  
No. and Street City State Zip Code

Permanent Address: \_\_\_\_\_  
No. and Street City State Zip Code

Home Phone Number: \_\_\_\_\_ Cell Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

How did you learn about job opportunities at Black Bear Tavern?

☐ I am a Black Bear Tavern Customer ☐ Referred by Family or Friend ☐ Now Hiring Signs  
☐ Newspaper Advertisement ☐ Other ☐ Just Stopped In ☐ Internet

Are you authorized to work in the United States? ☐ Yes ☐ No

(NOTE: All applicants hired by the Company will be required to present documentation verifying identity and authorization to work in the United States in accordance with the Immigration Reform and Control Act of 1986.)

Are you 18 or over (Y) (N) Are you 21 or over (Y) (N) Do you Smoke? (Y) (N)

*Before answering the following question, please read the next paragraph carefully:*

An applicant for employment with an expunged, sealed, pardoned, impounded or juvenile conviction record may answer "no" with respect to any inquiry herein relative to prior convictions. In addition, any applicant for employment may answer "no" with respect to any inquiry relative to prior convictions in all cases of delinquency or as a child in need of services, which did not result in a complaint for criminal prosecution. A "yes" response will not automatically disqualify you from the job for which you are applying.

Have you ever been convicted of a felony? ☐ Yes ☐ No

If "yes," please  
explain: \_\_\_\_\_

### EMPLOYMENT DESIRED

Position Applying for: \_\_\_\_\_ Date Available: \_\_\_\_\_ Expected Weekly Earnings: \_\_\_\_\_

Have you ever been employed by us? ☐ Yes ☐ No Have you ever filed an application with us before? ☐ Yes ☐ No  
Are you presently employed? ☐ Yes ☐ No May we contact your present employer? ☐ Yes ☐ No  
Do you desire full or part-time or seasonal work? \_\_\_\_\_ Desired number of shifts per week? \_\_\_\_\_

Please list any relatives or friends employed with us now or within the past two years: \_\_\_\_\_

Can you perform the essential functions of the position for which you are applying with or without reasonable accommodation?  
☐ Yes ☐ No

If you can perform the essential functions of the position ONLY with reasonable accommodation, please describe any such accommodations which you require: \_\_\_\_\_

## AVAILABILITY

Please list the days and times that you are available to work

	ANY DAYS	MON	TUE	WED	THU	FRI	SAT	SUN
DAYSHIFT	ANY							
NIGHTSHIFT	ANY							

## SCHOOLS ATTENDED

High School: \_\_\_\_\_ Graduated: \_\_\_ Yes \_\_\_ No  
Name City No. Years  
College: \_\_\_\_\_ Graduated: \_\_\_ Yes \_\_\_ No  
Name City No. Years  
Other: \_\_\_\_\_ Graduated: \_\_\_ Yes \_\_\_ No  
Name City No. Years

## CURRENT/FORMER EMPLOYERS

Employer Name \_\_\_\_\_ Address \_\_\_\_\_  
Supervisor's Name \_\_\_\_\_ Telephone # \_\_\_\_\_  
Hourly/Weekly Earnings Start: \_\_\_\_\_ End: \_\_\_\_\_ Job Duties \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_ Employment dates \_\_\_\_\_ to \_\_\_\_\_

Employer Name \_\_\_\_\_ Address \_\_\_\_\_  
Supervisor's Name \_\_\_\_\_ Telephone # \_\_\_\_\_  
Hourly/Weekly Earnings Start: \_\_\_\_\_ End: \_\_\_\_\_ Job Duties \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_ Employment dates \_\_\_\_\_ to \_\_\_\_\_

Employer Name \_\_\_\_\_ Address \_\_\_\_\_  
Supervisor's Name \_\_\_\_\_ Telephone # \_\_\_\_\_  
Hourly/Weekly Earnings Start: \_\_\_\_\_ End: \_\_\_\_\_ Job Duties \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_ Employment dates \_\_\_\_\_ to \_\_\_\_\_

## APPLICANT'S CERTIFICATION AND AGREEMENT

### PLEASE READ CAREFULLY BEFORE SIGNING

- I understand that this application is current for 30 days. If I still wish to be considered at the end of this period, I must fill out and submit a new application.
- I understand that, if I am hired, I will be an "at-will" employee, which means I am free to resign at any time and Black Bear Tavern reserves the right to terminate my employment at any time, with or without cause and with or without notice, regardless of the date of payment of my wages and salary. I further understand that no, employee, officer or agent of the Black Bear Tavern has the authority to change, modify or cancel my status as an at-will employee. Neither this Application, or the Employee Handbook, nor any other documents given to me are to be construed as creating an express or implied contract between the Company and me.
- I understand that nothing in this application guarantees me employment.
- I understand that any offer of employment that I receive from Black Bear Tavern is contingent upon my providing the Company with all information requested and my successful completion of the pre-employment screening process, including, at the Company's discretion: acceptable educational, employment, and other references, as applicable; and proof of eligibility to work.
- I HEREBY AUTHORIZE Black Bear Tavern to investigate the information I have furnished on this application, and I further authorize Black Bear Tavern to conduct an investigation regarding my character, employment, education, credit, and criminal history prior to extending an offer of employment and at any time during my employment.**
- I AUTHORIZE** and request that all of my present and former employers and those individuals I have listed as personal references furnish information and/or opinions about my employment record, including information or opinions as to the reason for the termination of my employment, work performance, abilities, education, and other qualities related to my qualifications for employment. I hereby release my present and former employers and their agents, the Company and its agents, and those individuals I have listed as references, from any and all liability for any claims, charges, damages or alleged damages arising from, or related to, their provision of any such information or opinions, regardless of whether I agree with the accuracy of such information or opinions.
- I understand that, if employed, I will be required to comply with all rules, policies, procedures, proper uniform and shoes, required tests or examinations, and work assignments, and that Black Bear Tavern may modify, change or eliminate them at any time without notice.
- I further certify that the information I have supplied on this application is true and complete. I understand that any false statement, misrepresentation or material omission made by me in my application, resume, or any other materials I have submitted, or during my interviews, can result in denial of employment, or, if I am already employed when such false statement, misrepresentation or material omission is discovered, immediate termination of my employment. In addition, I understand that if any of the information I have supplied on this application changes in the future, I have an obligation to inform the Company of such change and that failure to do so can result in immediate termination of my employment.

MY SIGNATURE CERTIFIES THAT I HAVE READ, UNDERSTAND AND AGREE WITH THE ABOVE EIGHT STATEMENTS.

Date \_\_\_\_\_ Signature \_\_\_\_\_