



Today's Date: _____

APPLICATION FOR EMPLOYMENT

Thank you for taking the time to fill out an employment application at Duffy's Tavern & Grill. As you'll quickly discover, our success is based on delivering high quality products and providing unsurpassed customer service. How do we do it? By working very hard, thinking about our customers' needs, and doing whatever it takes. We do it by treating each other and our customers with respect. We do it by acting as a team. Please fill out this application entirely and return it to General Manager Patti Bibber.

WHO?

All About You!

Name: _____
(Last) (First) (Middle)

Street Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

Email Address: _____
(email is used frequently for employee communications – this is very important)

Nickname(s) / Known by: _____ Maiden Name: _____

Date of Birth: _____ / _____ / _____
(month) (day) (year)

Social Security Number: _____ - _____ - _____

Are you a U.S. Citizen or otherwise legally able to work in the U.S.? Yes No
(Proof will be required from all applicants hired.)

Have you ever been convicted of a felony? Yes No
Have you been convicted or incarcerated for a misdemeanor in the last five years? Yes No
If you answered yes to either of these questions, please attach a document explaining the dates and circumstances.

WHAT?

Position Applying for: Bartender Waitstaff Cook Dishwasher Host/ess

4 Main Street | Kennebunk, Maine 04043
duffyskennebunk.com | 207.985.0050

FUN. FOOD. FRIENDS.

About Your Education:

Please list the schools you've attended and any degrees or certifications you've received.

School: _____ City/State: _____

Dates Attended: _____ Degree/Certification: _____

School: _____ City/State: _____

Dates Attended: _____ Degree/Certification: _____

School: _____ City/State: _____

Dates Attended: _____ Degree/Certification: _____

About Your Work History

Beginning with your most recent or present job, list all employment held for the past ten years, including part-time, temporary, or seasonal employment. Include periods of unemployment. Attach extra pages or a resume as necessary.

Employer: _____ From: _____ To: _____

Job Title: _____ Salary: _____

Duties: _____

Supervisor: _____ Phone Number: _____

Reason for Leaving: _____

May we contact this employer regarding your employment record? Yes No

Employer: _____ From: _____ To: _____

Job Title: _____ Salary: _____

Duties: _____

Supervisor: _____ Phone Number: _____

Reason for Leaving: _____

May we contact this employer regarding your employment record? Yes No

Employer: _____ From: _____ To: _____

Job Title: _____ Salary: _____

Duties: _____

Supervisor: _____ Phone Number: _____

Reason for Leaving: _____

May we contact this employer regarding your employment record? Yes No

References

Name: _____ Relationship: _____

Phone Number: _____ Email: _____

Name: _____ Relationship: _____

Phone Number: _____ Email: _____

Name: _____ Relationship: _____

Phone Number: _____ Email: _____

WHEN?

Date when are you available to start work: _____

Do you have reliable transportation to and from work? Yes No

Please circle all applicable times you're available to work:

- Full Time Part Time Any Day Week Days (M-F)
- Weekends Evenings (4p-cl) Holidays

WHY?

Skills you'd bring to Duffy's: _____

What do you think?

The following survey lets you express your attitudes about several subjects. Your responses will help to indicate whether you might be satisfied and productive if you were to become a member of our team. There are no "right" answers or "wrong" answers, and there is no "passing" or "failing" grade. Spend no more than 15 minutes filling out the survey.

Question:

- | | | | |
|--|-------|----------|----------|
| • There is a direct link between how hard one works and what he or she achieves. | Agree | Disagree | Not Sure |
| • For the most part, I am happy with myself. | Agree | Disagree | Not Sure |
| • I believe hard work is the most important reason for people's success. | Agree | Disagree | Not Sure |
| • I think it is best to trust people you have just met. | Agree | Disagree | Not Sure |
| • A hangover or minor intoxication is acceptable if an employee performs his or her duties okay. | Agree | Disagree | Not Sure |
| • I would reward a person for integrity as well as high productivity. | Agree | Disagree | Not Sure |
| • It is hard to be optimistic about the future. | Agree | Disagree | Not Sure |

• It is important to me to work in a situation where there are pay raises for outstanding performance.	Agree	Disagree	Not Sure
• I do not recall telling a lie in recent years.	Agree	Disagree	Not Sure
• Most of the time I feel very good about who I am.	Agree		
• I am somewhat uncertain about what long range goals to pursue.	Agree	Disagree	Not Sure
• Most people are just looking out for themselves.	Agree	Disagree	Not Sure
• Being on time for work is not as important as how much you get done after you arrive.	Agree	Disagree	Not Sure
• An employee taking low-cost company products home is not the same as stealing cash.	Agree	Disagree	Not Sure
• I have faith that my future will get better and better.	Agree	Disagree	Not Sure
• It is important to me to work in a situation where openness of thinking is encouraged.	Agree	Disagree	Not Sure
• I sometimes quit a task because I get discouraged.	Agree	Disagree	Not Sure
• A great deal that happens to me is due to luck or chance.	Agree	Disagree	Not Sure
• I would go the extra mile to exceed customer expectations.	Agree	Disagree	Not Sure
• When I work at a task, sometimes I feel I have more skill than at other times.	Agree	Disagree	Not Sure
• It is important to me to work in a situation where co-workers are cooperative.	Agree	Disagree	Not Sure
• I would never deliberately say something that might hurt another person's feelings.	Agree	Disagree	Not Sure
• I believe that people are responsible for what happens to them.	Agree	Disagree	Not Sure
• When I fail, it takes me quite a while to spring back.	Agree	Disagree	Not Sure
• I would not be good in a customer service position.	Agree	Disagree	Not Sure
• I have trouble working at too many things at once.	Agree	Disagree	Not Sure
• It is important to me to work in a situation where I can develop new skills and knowledge.	Agree	Disagree	Not Sure
• If I see an employee stealing, I strongly believe that I should report it.	Agree	Disagree	Not Sure
• I never avoid helping someone who is in trouble.	Agree	Disagree	Not Sure
• I don't think people should make mistakes if they know how to do something.	Agree	Disagree	Not Sure
• I have clearly defined goals that I wish to achieve over the next few years.	Agree	Disagree	Not Sure
• Dependable workers cannot makeup for undependable workers.	Agree	Disagree	Not Sure
• Most things seem to work out for the best.	Agree	Disagree	Not Sure
• I tend to steer clear of situations that may lead to conflict.	Agree	Disagree	Not Sure
• Not working hard on your job could be looked at as a form of stealing.	Agree	Disagree	Not Sure
• I believe hard work is the most important reason for people's success in life.	Agree	Disagree	Not Sure
• Other people think of me in favorable terms.	Agree	Disagree	Not Sure
• I would not want to suggest that a customer try a new product.	Agree	Disagree	Not Sure
• Most people are helpful by nature.	Agree	Disagree	Not Sure

- | | | | |
|--|-------|----------|----------|
| • Hard work only has value if it is honest work. | Agree | Disagree | Not Sure |
| • Regardless of age, smoking marijuana is no different than smoking cigarettes. | Agree | Disagree | Not Sure |
| • I always practice what I preach. | Agree | Disagree | Not Sure |
| • Being able to use my unique skills is important to me. | Agree | Disagree | Not Sure |
| • When experiencing personal problems, I can still greet customers with a smile. | Agree | Disagree | Not Sure |

How do you think?

The following math survey helps us understand your reasoning and decision making skills. Please take a few moments to fill this out in its entirety. Circle each appropriate answer.

Joe is preparing 18 hot dogs for his party. However, Joe only has 12 hot dog buns. How many more hot dog buns does Joe need?

- | | | | |
|--------|--------|--------|--------|
| 2 buns | 6 buns | 8 buns | 4 buns |
|--------|--------|--------|--------|

During the past half hour, a restaurant has had 23 orders for Pepsi and 15 orders for Mountain Dew. How many more orders have there been for Pepsi than for Mountain Dew?

- | | | | |
|---------------|---------------|---------------|----------------|
| 7 more orders | 5 more orders | 8 more orders | 12 more orders |
|---------------|---------------|---------------|----------------|

It is 3:00 pm here, and Australia is 13 hours ahead of us. What time is it in Australia?

- | | | | |
|---------|---------|---------|---------|
| 2:00 am | 3:00 pm | 4:00 am | 5:00 am |
|---------|---------|---------|---------|

Sara loves to go hiking. This week she hiked 3 miles on Monday, 4 miles on Tuesday, and 3 miles on Thursday. Last week Sara hiked 8 miles. How many more miles did Sara hike this week than last week?

- | | | | |
|--------|---------|---------|---------|
| 1 mile | 3 miles | 5 miles | 2 miles |
|--------|---------|---------|---------|

Liz wants to buy her favorite musical group's new CD. The CD costs \$15.24, including tax. Liz gives the store clerk a twenty-dollar bill. How much change should Liz get back?

- | | | | |
|--------|--------|--------|--------|
| \$4.66 | \$5.96 | \$4.76 | \$4.86 |
|--------|--------|--------|--------|

Rene is going to the lake to visit some friends. If the lake is 60 miles away, and Rene is driving at 40 miles per hour the entire time, how long will it take her to get to the lake?

- | | | | |
|------------|------------|------------|-------------|
| 50 minutes | 70 minutes | 90 minutes | 110 minutes |
|------------|------------|------------|-------------|

Ed is doing a survey of popular colors for cars for a school report. He decides to take a sample by sitting near a busy intersection and noting the colors of the cars as they go by him. Ed counts 23 black cars, 9 red cars, 17 blue cars, 25 white cars, and 21 silver cars during 20 minutes of watching. How many more white and blue cars are there than silver and red cars?

- | | | | |
|--------------|-------------|--------------|--------------|
| 12 more cars | 9 more cars | 14 more cars | 15 more cars |
|--------------|-------------|--------------|--------------|

Rodney is making three pizzas. The recipe says that, for one pizza, he needs 2 cups of flour, 2 teaspoons of instant active dry yeast, 2 cloves of garlic, 1 tablespoon of olive oil, and some other ingredients. Rodney is out of flour, and goes to the store to buy a bag containing 20 cups of flour. How much flour will he have left over after making the pizzas?

11 cups

14 cups

17 cups

13 cups

If a dozen people get on a train, and five of them get off at the next stop, how many of those people are left on the train?

3 people

5 people

7 people

9 people

If Robert buys a candy bar for 78 cents, how much change does he get back from a one-dollar bill?

32 cents

23 cents

22 cents

33 cents

If Jamie has five dollars and purchases a soda for one dollar and fifteen cents, how much change does Jamie get back?

two dollars and seventy five cents

three dollars and eighty five cents

four dollars and twenty five cents

three dollars and two quarters

\$1.97 + _____ = \$5.00

\$1.04

\$3.03

\$2.97

\$2.53

Affirmation of Truth

The facts set forth in my application for employment are true and complete. I understand that if I am employed, false statements on this application shall be considered sufficient cause for dismissal. By placing my signature below, I authorize inquiries to be made regarding my job history and character to prior employers, schools, etc. and hereby release employers, schools or individuals from all liability in responding to inquiries in connection with my application and release this Company from all liability with respect to such inquiries. If a job opportunity is accepted, I shall comply with Duffy's Tavern & Grill requirements, procedures and policies, including, but not limited to, the dress code. I understand that job responsibilities often include duties outside my specific role, including cleaning duties. I further understand that I am an employee "at will" and that I can resign or be terminated at any time.

Signature of Applicant

Today's Date

In compliance with Federal and State Equal Employment Laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, veteran status, sexual orientation, marital status or the presence of non-job related physical or mental handicap.