



The Big Salad

Employment Application

The Big Salad is a unique and fun place to work and our environment is friendly and upbeat. We are looking for individuals to join our expanding team who strive for excellence in every way to meet the ongoing high expectations our guests expect. We are looking for people who have a tremendous desire to achieve their personal and professional goals. If you cannot help us with this image of high standards, please do not complete this application. The Big Salad is an Equal Opportunity Employer.

PLEASE PRINT ALL INFORMATION CLEARLY

Positions Applying For:

Manager Asst. Manager Salad Chef Dishwasher/Bus Delivery

Application Date: _____ Date You Are Available To Start: _____

Name: _____
 (first) (middle) (Last)

Address: _____

City: _____ State: _____ Zip: _____

Phone #: _____ Alt #: _____ Email: _____

Are you over 18? Yes No Social Security #: _____ - _____ - _____

Desired Shifts: _____ Any _____ Morning _____ Afternoon _____ Evening

Full Time: _____ *Part Time:* _____

Do you have reliable transportation to and from work? _____

How Far Do You Live From Work? _____

Have You Applied With Us Before? _____ If so, When: _____

Have You Been Employed With Us Before? _____ If so, When: _____

Are You Currently Employed? Yes No Are you legally authorized to work in the U.S. Yes No

Are you ServSafe Certified? Yes No

Have You Ever Served In The U.S. Military? Yes No If Yes, Rank: _____

Do You Have a Valid Drivers License? Yes No If No, Explain: _____

Are you able to work around all types of food without restrictions? Yes No
If No, Explain: _____

In Case of Emergency Notify: _____ () - _____
 Name Phone Relation

Education Background

<i>School Name</i>	<i>City</i>	<i>Number of Year</i>	<i>Date Graduate (mm/yy)</i>
Grammar School			
High School			
College			
Trade/Business			
Other			

Work Experience

<i>Date (mm/yy)</i>	<i>Name/Address of Employer</i>	<i>Phone/Supervisor</i>	<i>Hrly Pay</i>	<i>Position</i>	<i>Reason For Leaving</i>
To:					
From:					
To:					
From:					
To:					
From:					

Have you ever been convicted of a crime other than a misdemeanor? Yes No

If yes, state when, where, and the nature of the offense: _____
A conviction will not automatically bar you from employment. Each conviction will be evaluated on its own merits with respect to the offense, the date of the conviction, and the sentence imposed. All circumstances will be considered.

What Other Skills Do You Have That Would Compliment a Position at The Big Salad? ____

Please proceed and complete page 3

APPLICANT'S AUTHORIZATION AND ACKNOWLEDGMENT OF CONDITIONS

Please read the following terms and conditions that govern employment at The Big Salad.

TRUTHFULNESS OF APPLICATION INFORMATION: All the information provided by me in support of my application for employment is true and complete. Any false information, misrepresentation, or material omission may result in discipline or discharge.

AUTHORIZATION OF DISCLOSURES: The Big Salad may verify all information about this application. I authorize all individuals and organizations named in this application to provide verification information, including their opinions about my performance and me. I further authorize them to release any information from my personnel record, including my prior disciplinary record, to The Big Salad without any written notice to me of that disclosure. I release The Big Salad and these individuals and organizations from any liability that may result from the verification process or the disclosure of my personnel record.

I authorize the physician or clinic to release to The Big Salad results of any physical examination and drug test. I waive any claims based on the physical examination, drug test, and the release of the examination and drug test results to The Big Salad.

I waive any claims based on any of these inquiries and disclosures. I also release The Big Salad from any liability based on the inquiries and disclosures.

ACCOMMODATION OF DISABILITIES: I understand that The Big Salad will reasonably accommodate, as required by law, disabled employees. I understand that under Michigan law, I have 182 days from the date I know or reasonably should know that an accommodation is needed to request, in writing, an accommodation. The Americans with Disabilities Act does not contain a similar timing or written notice provision.

EXPIRATION OF APPLICATION: This application will be null and void after six months.

AT-WILL EMPLOYMENT: IF HIRED, I AGREE: 1. The Big Salad may terminate my employment at its will for any reason or no reason, with or without cause, at any time, with or without advance notice or warning, and its decision is not subject to outside review, except as may be provided by applicable statute. 2. No other representative of The Big Salad, other than the CEO, has any authority to enter into any agreement for employment for any specified period of time or to make any oral or written representation or practice contrary to the at-will nature of my employment. 3. No other oral or written statement, policy, or practice can change the at-will nature of my employment as explained in Paragraph #1. My acceptance of employment as an at-will employee would supersede and negate any prior statements or agreements, oral or written, that The Big Salad would employ me on other than an at-will basis or for other than an indefinite term. 4. To abide by all rules and regulations of The Big Salad.

LIMITATIONS ON LITIGATION: In consideration of my employment, if hired, I agree: 1. To waive trial by jury of any claims under any Michigan or federal statutes or under the common law that I may have against The Big Salad. 2. Any award in any civil action against The Big Salad alleging that it discharged me in violation of any Michigan or federal statute or any common law obligation will be limited to reinstatement, if available under the applicable statute, and backpay, minus any interim earnings. 3. Not to commence any lawsuit relating to my employment or the termination of my employment with The Big Salad more than six months after the date of termination of my employment and to waive any statute of limitation contrary to this six month period, except as applicable federal civil rights laws only may allow timely actions.

DOCUMENTATION AND CERTIFICATION OF AUTHORIZATION TO WORK IN USA: I certify that I am legally authorized to work in the United States. I understand that any offer of employment is conditional upon my ability to provide documents required by the Immigration Reform and Control Act of 1986 proving both my identity and authorization to work in the United States, and that failure to produce the documents will result in revocation of the offer or the termination of employment.

I understand that the authorizations and acknowledgements above state terms and conditions governing my employment with The Big Salad and that my signature below indicates that I have read the terms and conditions stated above and accept them.

Signature: _____ **Date:** _____

Office Use Only					
Hired (Y/N) _____	Date of Hire: _____	Hired By: _____	Wage (hr): _____		
Available Shifts: 10-2: _____	10:30-2:30 _____	2-7: _____	5-9: _____	<i>(check all that apply)</i>	
Position: _____	Start Date: _____				
Completed Forms: W4: _____	I9: _____	MI-W4: _____	Direct Deposit (optional): _____	Employee Manual: _____	