

REFERENCES

List two professional and one personal reference who can confirm your qualifications. List their relationship to you and their contact information.

- 1.
- 2.
- 3.

ACKNOWLEDGEMENTS, PROMISES and OTHER IMPORTANT STUFF PLEASE READ AND SIGN BELOW

Following are just a few of the priorities we require of our employees and what you can expect of us. We promise to live up to our commitments to you and expect you to meet these if you decide to continue with the application process:

THE GUEST At Farrell's, the single most important person is the guest. We believe the guest is the boss. That's because he/she determines whether we succeed. In fact, our pay is in their hands. If we don't take care of the guest, they won't be back – and we will fail. Everything we do is for the guest.

YOU We rely on you to exceed the guest's expectations. You are the ambassadors of the Farrell's brand. This makes you the second most important person in the restaurant. We promise to always treat you with dignity and respect. We will demand a lot out of you. We will also provide a safe, fun, memorable workplace for you.

HONESTY This should go without saying in any job. This is our number one requirement in dealing with guests, other employees and the company. Honesty in our business means accurate cash handling, not giving away product, clocking in on time, proper use of tools as well as inventory control.

SCHEDULE We expect you to work the days you are scheduled and to be on time. Tardiness and absenteeism are not acceptable. Due to the nature of our business, you can expect to work some evenings, weekends, summer months and holiday periods.

APPEARANCE Employees will wear a combination of company-issued and personal attire as a uniform. No other dress is acceptable. Personal hygiene is very important because of the close contact with our guests. Hair must be clean, combed, and neat. No extreme hairstyles or colors. One earring/stud per ear only; small hoop or post style – nothing dangling and nothing offensive! Necklaces are to be worn inside your uniform. Fingernails cannot be excessively long (about ¼ inch for women, otherwise neatly trimmed). Fragrances, make-up and nail color must be conservative in appearance. Male employees must be clean shaven at all times. Short, trim moustaches and go-tees are allowed. No visible tattoos or other body piercings are allowed. You should expect to be coached on uniform and grooming points.

Following are some additional policies. This list is not complete, Your Employee Handbook, which covers the rest of our policies, will be issued and discussed with you during your orientation, should you be offered a position with Farrell's.

1. Any acceptance of employment will be predicated upon the truthfulness of the written and verbal statements contained within this application and pre-employment process. I understand that should my employer find that any statement (written or spoken) I have made is not truthful, any job offer extended to me will be withdrawn and if employed, I may be subject to dismissal.
2. I authorize Farrell's Ice Cream Parlour to confirm all the information contained on this application. I agree to have my background/credit history checked and provide information as needed.
3. I understand this employment application is not to be construed or interpreted as a guarantee for employment for a specific time. I understand, if hired, I will not be guaranteed a fixed work schedule. Scheduled days and hours will be based solely on performance and on the needs of the company. I further understand that my employment with the organization does not constitute any form of contract, implied or expressed, and such employment will be terminable at will either by myself or Farrell's without cause or advance notice.
4. I grant Farrell's approval, after my termination of employment, to release information which it may deem appropriate regarding my employment with or termination from the organization to anyone who has a reasonable basis for making such inquiry. So long as the information disclosed is not known by the organization to be inaccurate, the organization shall not incur legal liability of any nature in connection with the furnishing of such information. I release all parties and persons from any and all liability for any damages that may result from furnishing information related to this application to employer (or prospective employer) as well as from use or disclosure of such information by employer (or prospective employer) or any of its agents, employees or representatives.
5. I understand that my application for employment will be placed in an active status for a period of six (6) months during which time it will be reviewed as job openings occur in my area(s) of job interest. I also understand that should I wish to continue being considered for job openings beyond the six (6) month period, I must re-apply by (A) submitting a new application for employment or by (B) submitting a letter requesting renewal of my application and including an update of my qualifications (recent work history, educational achievements, etc.).
6. I acknowledge that I have read all of the above statements and that I understand and agree to them.

Signature of Applicant

Date