



**PJ's BAR-B-QSA**  
 1 Kaydeross Ave. W.  
 Saratoga Springs, NY 12866  
 www.pjsbarbqsa.com

Date \_\_\_\_\_  
 Print application.  
 Fill in application and either  
 Mail to address on left or  
 Scan and email to pjsbarbqsa.@aol.com

## APPLICATION FOR EMPLOYMENT

**PLEASE READ THE FOLLOWING TWO (2) PARAGRAPHS BEFORE FILLING OUT THIS APPLICATION.**

*I understand that PJ's BAR-B-QSA is a drug and alcohol free workplace. If I am offered a conditional offer of employment, I understand that if a pre-employment drug test is positive, the employment offer may be withdrawn. I agree to work under the conditions requiring a drug-free workplace, consistent with applicable federal, state and local law. I also understand that all employees pursuant to our policy and federal, state and local law, may be subject to urinalysis and/or blood screening or other medically recognized tests designed to detect the presence of illegal or controlled drugs. If employed, I understand that drug testing and background checks are a condition of continual employment, and I agree to undergo drug testing consistent with PJ's BAR-B-QSA's policies and applicable federal, state and local law.*

*I understand and agree that all employees are required to be available on weekends, holidays and special event days unless a two (2) week advanced, written notice is discussed with and approved by management. Hours of availability will be discussed with management prior to employment.*

**Please Answer All Questions. Résumés Are Not A Substitute For A Completed Application.**

Name \_\_\_\_\_

Telephone Number (     ) \_\_\_\_\_ - \_\_\_\_\_ Alternate or Cellular Telephone Number (     ) \_\_\_\_\_ - \_\_\_\_\_

Present Address \_\_\_\_\_  
Street, Apartment, or Unit Number

\_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

How long have you lived there \_\_\_\_ / \_\_\_\_ Years/Months

Email Address \_\_\_\_\_

If under the age of 18, can you produce the necessary work certificate at the time of employment? Yes  No

Type of employment desired? Year Round  Seasonal  Date you will leave if seasonal \_\_\_\_\_  
 Full-time  Part-time  Specify Part-time Hours \_\_\_\_\_

Date on which you can start work if hired \_\_\_\_\_

Have you previously applied for employment with PJ's BAR-B-Q or PJ's BAR-B-QSA? Yes  No

If Yes, when and where did you apply? \_\_\_\_\_

Have you ever been employed by PJ's BAR-B-Q or PJ's BAR-B-QSA? Yes  No

If yes, provide dates of employment and reason for separation from employment \_\_\_\_\_  
 \_\_\_\_\_

Do you know anyone who worked at PJ's BAR-B-Q or works at PJ's BAR-B-QSA? If yes, please state whom \_\_\_\_\_  
 \_\_\_\_\_

Who referred you? \_\_\_\_\_

If there was no referral, how did you come to apply to PJ's BAR-B-QSA for employment? \_\_\_\_\_  
 \_\_\_\_\_

***We are an equal opportunity employer. Applicants are considered for positions without regard to veteran status, uniformed servicemember status, race, color, religion, sex, national origin, age, physical or mental disability, genetic information or any other category protected by applicable federal, state, or local laws.***

**THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE.**

## CRIMINAL ACCUSATIONS, OFFENSES, CONVICTIONS & ARRESTS

New York applicants: All pending arrests or criminal accusations must be disclosed. You are not required to disclose arrests or criminal accusations that resulted in criminal actions or proceedings which were terminated in your favor. Do not disclose criminal actions or proceedings that were sealed or classified as youthful offender adjudications. An ex-offender who is denied employment may, upon written request, receive a statement of the reason(s) for denial within thirty (30) days of the applicant's request for such information.

1. Have you ever plead guilty or no contest to, or been convicted of any criminal offense other than the applicable exceptions listed above? Yes  No
2. Have you ever been arrested for any matters for which you currently are out on bail or on your own recognizance pending trial? Yes  No

If YES to either of the above 2 questions, describe in full: \_\_\_\_\_  
\_\_\_\_\_

**NOTE:** Answering "yes" to either question one or question two above does not constitute an automatic bar to employment. The Company will consider the nature of the crime, its seriousness, the substantial relation to the position's functions and qualifications, the number of occurrences, the applicant's age at the time of the crime, the time elapsed since the crime, the applicant's entire work and educational history, employment references and recommendations, and the business necessity of any exclusion when required by state, local, or federal law.

If you answered yes to either of the two preceding questions, please give dates and details for each incident:

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

Have you ever initiated an act of violence in the workplace? Yes  No

If Yes, please provide the date(s) and explain so that individual circumstances can be considered. (A "Yes" answer will not necessarily disqualify you from employment.)

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

List all special skills, experience and education that you feel qualify you for the job for which you are applying. \_\_\_\_\_  
\_\_\_\_\_

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

| Education                        | School Name and Location<br>(Address, City, State) | Course of Study | What Years Did You Attend? | # of Years Completed | Year of Graduation | Degree/Major |
|----------------------------------|--|-----------------|----------------------------|----------------------|--------------------|--------------|
| High School                      |  |                 |                            |                      |                    |              |
| College                          |  |                 |                            |                      |                    |              |
| Bus./Tech./Trade or Post College |  |                 |                            |                      |                    |              |

Honors Received \_\_\_\_\_

If applicable, list below any other names by which you have been known which may be necessary to allow us to confirm your work and educational record. For example, change of name, use of an assumed name, nickname, etc.

\_\_\_\_\_

## References

Please list names and provide information for 3 personal references (not previous employers or relatives) whom we may contact.

| Name | Occupation | Address | Telephone | Number of Years Known |
|------|------------|---------|-----------|-----------------------|
|      |            |         |           |                       |
|      |            |         |           |                       |
|      |            |         |           |                       |

**WORK EXPERIENCE**

Please list the names of your present and/or previous employers in chronological order with present or most recent employer listed first. Provide information for at least the most recent ten (10) year period. Attach additional sheets if needed. If self-employed, supply firm name and business references. You may include any verifiable work performed on a volunteer basis, internships, or military service. Your failure to completely respond to each inquiry may disqualify you for consideration from employment. Do not answer "see resume."

Employer

**Name** \_\_\_\_\_ **Address** \_\_\_\_\_ **Type of Business** \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ Dates Employed From \_\_\_\_/\_\_\_\_/\_\_\_\_ To \_\_\_\_/\_\_\_\_/\_\_\_\_

Job Title \_\_\_\_\_ Duties \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ May we contact?  Yes  No If No, why not? \_\_\_\_\_

Wages Start \_\_\_\_\_ Final \_\_\_\_\_ Reason for Leaving \_\_\_\_\_

What will this employer say was the reason your employment terminated? \_\_\_\_\_

How much notice did you give when resigning? If none, explain. \_\_\_\_\_

Employer

**Name** \_\_\_\_\_ **Address** \_\_\_\_\_ **Type of Business** \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ Dates Employed From \_\_\_\_/\_\_\_\_/\_\_\_\_ To \_\_\_\_/\_\_\_\_/\_\_\_\_

Job Title \_\_\_\_\_ Duties \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ May we contact?  Yes  No If No, why not? \_\_\_\_\_

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What will this employer say was the reason your employment terminated? \_\_\_\_\_

How much notice did you give when resigning? If none, explain. \_\_\_\_\_

Employer

**Name** \_\_\_\_\_ **Address** \_\_\_\_\_ **Type of Business** \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ Dates Employed From \_\_\_\_/\_\_\_\_/\_\_\_\_ To \_\_\_\_/\_\_\_\_/\_\_\_\_

Job Title \_\_\_\_\_ Duties \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ May we contact?  Yes  No If No, why not? \_\_\_\_\_

Wages Start \_\_\_\_\_ Final \_\_\_\_\_ Reason for Leaving \_\_\_\_\_

What will this employer say was the reason your employment terminated? \_\_\_\_\_

How much notice did you give when resigning? If none, explain. \_\_\_\_\_

Have you ever been terminated or asked to resign from any job?  Yes  No. If Yes, how many times? \_\_\_\_\_

Has your employment ever been terminated by mutual agreement?  Yes  No. If Yes, how many times? \_\_\_\_\_

Have you ever been given the choice to resign rather than be terminated?  Yes  No. If Yes, how many times? \_\_\_\_\_

If you answered Yes to any of the above three questions, please explain the circumstances of each occasion.

\_\_\_\_\_

\_\_\_\_\_

In your opinion, what makes a good employee? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

What can you contribute to our company if you were hired as an employee? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

# APPLICANT CERTIFICATION

I understand and agree that if driving is a requirement of the job for which I am applying, my employment and/or continued employment is contingent on possessing a valid driver's license for the state in which I reside and automobile liability insurance in an amount equal to the minimum required by the state where I reside.

If employed by the Company, I understand and agree that the Company, to the extent permitted by federal, state, and local law, may exercise its right, without prior warning or notice, to conduct investigations of property (including, but not limited to, files, lockers, desks, vehicles, and computers) and, in certain circumstances, my personal property.

I understand and agree that as a condition of employment and to the extent permitted by federal, state, and local law, I may be required to sign confidentiality, restrictive covenant, and/or conflict of interest statement, as well as an agreement to arbitrate.

I understand and agree that any and all of PJ's BAR-B-QSA's property issued to me, including handbooks, shirts, hats, nametags, etc, will be returned prior to leaving said employment. ***I further understand that, if hired, my employment is provisional, for no definite period of time and may be terminated by either party at any time.***

I certify that all the information on this application, my résumé, or any supporting documents I may present during any interview is and will be complete and accurate to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of any information may result in disqualification from consideration for employment or, if employed, disciplinary action, up to and including immediate dismissal.

**THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE. NOTHING IN THIS APPLICATION OR IN ANY DOCUMENT OR STATEMENT, WRITTEN OR ORAL, SHALL LIMIT THE RIGHT TO TERMINATE EMPLOYMENT AT-WILL. NO OFFICER, EMPLOYEE OR REPRESENTATIVE OF THE COMPANY IS AUTHORIZED TO ENTER INTO AN AGREEMENT—EXPRESS OR IMPLIED—WITH ME OR ANY APPLICANT FOR EMPLOYMENT FOR A SPECIFIED PERIOD OF TIME UNLESS SUCH AN AGREEMENT IS IN A WRITTEN CONTRACT SIGNED BY THE PRESIDENT OF THE COMPANY.**

**IF HIRED, I AGREE TO CONFORM TO THE RULES AND REGULATIONS OF THE COMPANY, AND I UNDERSTAND THAT THE COMPANY HAS COMPLETE DISCRETION TO MODIFY SUCH RULES AND REGULATIONS AT ANY TIME, EXCEPT THAT IT WILL NOT MODIFY ITS POLICY OF EMPLOYMENT AT-WILL.**

I authorize the Company or its agents to confirm all statements contained in this application and/or résumé as it relates to the position I am seeking to the extent permitted by federal, state, or local law. I agree to complete any requisite authorization forms for the background investigation which may be permitted by federal, state and/or local law. If applicable, I will receive separate written notification regarding the Company's intent to obtain "consumer reports."

I authorize and consent to, without reservation, any party or agency contacted by this employer to furnish the above-mentioned information. I hereby release, discharge, and hold harmless, to the extent permitted by federal, state, and local law, any party delivering information to the Company or its duly authorized representative pursuant to this authorization from any liability, claims, charges, or causes of action which I may have as a result of the delivery or disclosure of the above requested information. I hereby release from liability the Company and its representative for seeking such information and all other persons, corporations, or organizations furnishing such information. Further, if hired, I authorize the company to provide truthful information concerning my employment to future employers and hold the company harmless for providing such information.

If hired by this Company, I understand that I will be required to provide genuine documentation establishing my identity and eligibility to be legally employed in the United States by this Company. I also understand this Company employs only individuals who are legally eligible to work in the United States.

THIS APPLICATION WILL BE CONSIDERED ACTIVE FOR A MAXIMUM OF SIXTY (60) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY.

I CERTIFY THAT ALL OF THE INFORMATION THAT I HAVE PROVIDED ON THIS APPLICATION IS TRUE, ACCURATE, AND COMPLETE.

DO NOT SIGN UNTIL YOU HAVE READ ALL OF THE INFORMATION CONTAINED IN THE APPLICATION.

Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_ / \_\_\_\_\_

If the applicant is a minor, the foregoing release and consent must be signed by the applicant's parent or legal guardian. Signature by the applicant's parent or legal guardian constitutes acknowledgement by the applicant and the parent or legal guardian that the Company, to the extent permitted by federal, state, and local law, can test the applicant for illegal or controlled substances, conduct inspections of property without notice, and communicate test results to Company personnel who need to know, the applicant, and the applicant's legal guardian.

\_\_\_\_\_  
Parent/Legal Guardian

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

