



MISE EN PLACE

For the Adventurous in Palate & Spirit.

TEAM MEMBER APPLICATION

GENERAL INFORMATION					
LAST NAME:			FIRST NAME:		
TODAY'S DATE:			POSITION APPLYING FOR:		
ADDRESS:			DESIRED WAGE/SALARY:		
PHONE NUMBER:			EMAIL:		
__ MALE __ FEMALE			DATE OF BIRTH (MM/DD/YYYY): / /		
Have you ever interviewed/worked with Mise En Place? YES __ NO __ If yes, please provide dates and position(s):					
Do you have any friends and/or relatives currently/previously working with Mise En Place? YES __ NO __ If yes, provide names and relationship(s):					
Are you at least 18 years of age? YES __ NO __			Do you have reliable transportation? YES __ NO __		
Are you authorized to work in the US? YES __ NO __			Name your favorite restaurant in Tampa:		
Describe, in 10 words or less, your career aspirations:					
AVAILABILITY Describe your complete work availability:					
Target start date:			Full-time __ OR Part-time __ ?		
EMPLOYMENT HISTORY Provide names of present and previous employers starting with the most recent.					
EMPLOYER	DATES	WAGE	SUPERVISOR	JOB TITLE	LOCATION
EMPLOYMENT REFERENCES Provide two professional references below.					
Reference #1:			Reference #2:		
Years Acquainted:			Years Acquainted:		
Phone:			Phone:		
Relationship:			Relationship:		
Why are you looking for another job? What was your most recent salary / wage? Describe your ideal job. What do you look for in an organization?					
GENERAL KNOWLEDGE Describe the items below in as much detail as possible.					
BORDEAUX:					
OPEN-ARMED SERVICE:					
VEAL:					
MARK:					
EDUCATION & TRAINING List the details below.					
NAME & LOCATION OF SCHOOL				DID YOU GRADUATE?	
HIGH SCHOOL					
UNDERGRADUATE					
GRADUATE					
OTHER					

PLEASE ANSWER THE FOLLOWING QUESTIONS

- 1. Have you ever been involuntarily terminated or asked to resign from any job? YES ___ NO ___
 a. If yes, please explain: _____
 - 2. Will you be able to perform the essential job functions (including standing for hours and lifting items as required) for the position you are applying for with or without reasonable accommodation? YES ___ NO ___
 - 3. Have you ever pled guilty, or been convicted of, a misdemeanor or a felony? YES ___ NO ___
 a. If yes, please give date and details: _____
 - 4. Are you able to lift more than 20 pounds? YES ___ NO ___
 a. If no, please explain: _____
 - 5. Have you had a workplace injury in the past? Did this injury result in a workers comp claim and if so is it still on or is it settled? Did the injury leave you with any restrictions on job duties? _____
-
6. Please list any other experience(s), job-related skills or other qualifications that should be considered in evaluating your qualifications for employment. _____
-

Answering yes to these questions does not constitute an automatic bar to employment. Factors such as age and time of the offense, seriousness and nature of the violation and rehabilitation will be taken into account. Do not include minor traffic infractions, any convictions for which the record has been sealed or expunged, any conviction for which the conviction has been judicially dismissed, referrals to and participation in any pretrial or post trial diversion programs, and misdemeanor marijuana-related offenses that occurred over two years ago in answering these questions.

CERTIFICATION AND AUTHORIZATION The above information is true and correct. I understand that, in the event of my employment by Mise En Place, I shall be subject to dismissal if any information that I have given in this application is false or misleading or if I have failed to give any information herein requested, regardless of the time elapsed after discovery. I authorize Mise En Place to inquire into my educational, professional and past employment history references as needed to research my qualifications for this position. I hereby give my consent to any former employer to provide employment-related information about me to Mise En Place and will hold Mise En Place and my former employer harmless from any claim made on the basis that such information about me was provided or that any employment decision was made on the basis of such information. I further authorize The Mise En Place to obtain any credit and consumer checks. I understand that nothing in this employment application, the granting of an interview or my subsequent employment with Mise En Place is intended to create an employment contract between myself and Mise En Place under which my employment could be terminated only for cause. On the contrary I understand and agree that, if hired, my employment will be terminable at will and may be terminated by me or Mise En Place at any time and for any reason. I understand that no person has any authority to enter into any agreement contrary to the foregoing. If employed, I will be required to provide original documents which verify my identity and right to work in the United States under the Immigration Reform and Control Act (IRCA) of 1986. The document(s) provided will be used for completion of Form I-9.

I hereby acknowledge that I have read and agree to the above statements.

Print Name

Signature

Date

APPLICANT STATEMENT & AGREEMENT

Please read and initial each item below. If there is anything that you do not understand, please ask.

___ I understand that I may be required to take other tests such as personality, skill set and honesty tests, prior to and during my employment. I understand that should I decline to sign this consent or take any of the above tests, my application for employment may be rejected or my employment may be terminated.

___ I understand that any offer of employment is contingent upon agreement to and signing of the Company's Arbitration Agreement. However, I should understand that I am not required, as a condition of employment, to waive my right to maintain employment-related class or collective actions in all forums or to file charges with the NLRB.

MY SIGNATURE BELOW ATTESTS TO THE FACT THAT I HAVE READ, UNDERSTAND, AND AGREE TO BE LEGALLY BOUND TO ALL OF THE ABOVE TERMS.

Print Name

Signature

Date

BACKGROUND CHECK AUTHORIZATION

ADDRESS HISTORY					
DATES	ADDRESS	CITY	STATE	ZIP	RENT OR OWN?
-					
-					
-					

DISCLOSURE The Company may procure a consumer report and/or investigative consumer report on you in connection with your application. An outside agency will obtain the report for the Company. The report may contain information bearing on your character, general reputation, personal characteristics, and credit standing. The types of information that may be obtained include but are not limited to: credit reports, social security number verification, criminal records checks, public court records checks, driving records checks, educational records checks, verification of employment positions held, personal and professional references checks, licensing and certification checks, etc. The information contained in the report will be obtained from private and/or public record sources, including sources identified by you. The nature and scope of any investigative consumer reports that may be requested is explained above. You are nonetheless entitled to request more information about the nature and scope of such reports by submitting a written request to the Compliance Department of the consumer reporting agency. The Company is furnishing you with a summary of your rights under the Fair Credit Reporting Act in a form prescribed by the Federal Trade Commission. California Residents or Employees: You may view the file maintained on you by the consumer reporting agency. You may also obtain a copy of this file upon submitting proper identification and paying the costs of duplication services, by appearing at the consumer reporting agency office in person, during normal business hours and on reasonable notice, or by mail; you may also receive a summary of the file by telephone. The consumer reporting agency has trained personnel available to explain your file to you, including any coded information. If you appear in person, you may be accompanied by one other person, provided that person furnishes proper identification.

AUTHORIZATION I have carefully read and understand the Background Check Authorization form. By my signature below, I consent to the release of consumer reports and investigative consumer reports prepared by a consumer reporting agency to the Company. I understand that if the Company hires me, my consent will apply throughout my employment unless I revoke or cancel it by sending a signed letter to the Compliance Department of the consumer reporting agency. I understand that, to the extent allowed by law, information contained in my job application or otherwise disclosed by me before, during or after my employment, if any, may be utilized for the purposes of obtaining consumer reports or investigative consumer reports. By my signature below, I also authorize the disclosure of information concerning my employment history, earnings history, education, credit history, credit capacity and credit standing, motor vehicle history and standing, criminal history, and all other information deemed pertinent by the consumer reporting agency to the agency by the following: past or present employers; learning institutions, including colleges and universities; law enforcement agencies; federal, state and local courts; the military; credit bureaus; and motor vehicle records agencies. For residents of or for jobs located in California, Minnesota and Oklahoma only: You will be provided with a free copy of any consumer reports or investigative consumer reports if you check the box below. You may obtain information or copies from the Company's investigative report file at any time prior to your receipt of such copies, to the extent available, by contacting the Compliance Department. I request a copy of the report. For contact information for the consumer reporting agency used for any background checks applicable to your application, please contact the Company. Legal Disclaimer: The Application for Employment is intended for informational purposes only, and does not constitute legal information or advice. This information and all HR Support Center materials are provided in consultation with federal and state statutes, and do not encompass other regulations that may exist, such as local ordinances. Transmission of documents or information through the HR Support Center does not create an attorney-client relationship. If you are seeking legal advice, you are encouraged to consult an attorney.

Print Name

Signature

Date

GETTING TO KNOW YOU & YOUR WORK

First & Last Name: _____

Position: _____

Date: _____

Help us get to know you relative to your work life by answering the following questions. Thank you in advance for your time, energy and effort in this important process!

1. What specific challenges are you seeking and how do they relate to your career goal at this time?
2. Share a food and wine highlight from your life.
3. What criticisms about your work have you received in the last year? How have you responded to these criticism. Have you evolved as a result of hearing and responding to the criticism?
4. Describe someone that you worked for in the past that motivated you to do great work.
5. How do you make decisions? Describe your process.
6. Share three human philosophies that guide your daily work.
 - 1.
 - 2.
 - 3.
7. List any experience you have in hospitality and food and beverage service in the following areas, including the number of years. Also provide your level of competency in each area using a 1-5 scale (5=expert).
 - Full-service:
 - Server:
 - Busser:
 - Bartender:
 - Barback:
 - Kitchen:
 - Host:
 - Manager:
 - Banquet-service:
 - Server:
 - Busser:
 - Bartender:
 - Passer:
 - Clearer:
 - Food station attendant:
 - Barback:
 - Host:
 - Captain:
 - General questions:
 - Professional kitchen prep work?
 - Professional line cook work?
 - Do you cook at home?
 - Do you entertain at home?
 - Wine position in a restaurant?
 - Have you ever worked in a retail environment?
 - Ability to carrying a tray of food or drinks?
 - Ability to carry more than 40 pounds?
 - Back of house cleaning and organization?
 - Giving 110%?
 - Other?