



**Avanti's maintains specific policies to assist employees in adhering to specific standards of conduct. These policies are in place to preserve Avanti's reputation and prevent adverse consequences to all parties involved. I understand that this is not a contract or a guarantee of being hired, but a standard of expectations that I am agreeing to if I am hired. If I am hired by Avanti's, I will:**

- Arrive to work on time and ready to work, neat and well-groomed according to the Avanti's dress and appearance standards
- Genuinely greet and interact with all guests and employees of Avanti's
- Proactively handle all guest requests or concerns with caring and fairness
- Ensure the restaurant's appearance and cleanliness by upholding the highest standards
- Hold myself accountable for my own attitude, behavior and standards
- Take pride in working for Avanti's
- Work well and communicate with people of all backgrounds
- Deliver exceptional service in any and all areas of the workplace
- Work as a team and help out other members of that team whenever needed
- Avanti's wants to ensure that our employees remain safe and injury-free and for that reason we require our employees to purchase shoes from our vendor, *Shoes for Crews or Sure Grip Shoes*, upon agreeing to work with us. It is the employee's responsibility to pay for these shoes.
- I will wear the required uniform for the position if I am hired.
- I understand the Avanti's Ristorantes and Avanti's Dome are Drug-Free Workplaces and that random and reasonable suspicion testing may be done
- I understand that Avanti's has a class called X Factor and I will, at some point during my employment, be required to attend the class and following excellent customer service standards at all times
- I also understand that it is a requirement that I take the Food Handler Course, Allergen and BASSET (for certain staff members) and receive certification at my own expense in the first thirty (30) days of my employment

The successful business operation and reputation of Avanti's is built upon the principles of fair dealing and ethical conduct of our employees. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations as well as a regard for the highest standards of conduct and personal integrity.

### The Avanti's Standards

I acknowledge that by signing this form, I am agreeing to comply with the standards presented above as well as all of the policies and procedures of Avanti's if I am hired to be a team member.

SIGNATURE \_\_\_\_\_

PRINTED NAME \_\_\_\_\_

DATE \_\_\_\_\_



## EMPLOYMENT APPLICATION



Date Applied								Referred By			
Name (Last, First)								Address			
City								State, Zip Code			
Phone #								Social Security #			
Have you ever worked under any other name? If Yes, Reason?								If hired, can you provide documents required to establish your eligibility to work in the U.S.? _____ Yes _____ No			
Position Desired								Salary Desired			
Date You Can Start								Are You Employed Now? YES      NO			
Are You Currently in School? YES   NO - If yes, where?								Are You Over 18 Years of Age? If, NOT, how old are you? (Do not answer if you are 18 or over.			
Hours Available	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Do you have your food handler certification? YES   NO - Illinois law requires that all employees are certified in the 1 <sup>st</sup> 30 days of employment, if NO, are you willing to become certified? YES   NO			
From:											
To:											
Have You Ever Worked At Avanti's Before? YES   NO								If So, When and Where?			
Locations You are Willing to Work: Circle All That Apply Rockwood   Main Street   East Peoria   Knoxville Ave.   Pekin								Are You Related to Anyone That Works at Avanti's?			
Do You Have a Reasonable Means of Transportation to Get to Work Every Day? _____ Yes _____ No								Email Address:			
<u>SCHOOL</u>			<u>Name &amp; Location</u>					<u>Graduate (Yes/No)</u>		<u>Subjects Studied</u>	
Please list any special skills, knowledge, experience or attributes that you possess which you feel Avanti's should consider in reaching an employment decision:											
Why should Avanti's hire you over every other candidate that has applied for a position with us?											
Business Reference (not friends or relatives)				Address				Phone Number		Relationship	

**FORMER EMPLOYERS (List in order from most current first)**

Name of Employer		
Address		Phone
Date Hired	Date Left	\$ Per Hour
Job Title		Supervisor's Name
Reason for Leaving		
Name of Employer		
Address		Phone
Date Hired	Date Left	\$ Per Hour
Job Title		Supervisor's Name
Reason for Leaving		
Name of Employer		
Address		Phone
Date Hired	Date Left	\$ Per Hour
Job Title		Supervisor's Name
Reason for Leaving		
Name of Employer		
Address		Phone
Date Hired	Date Left	\$ Per Hour
Job Title		Supervisor's Name
Reason for Leaving		

Applicant's Statement

Avanti's is an equal opportunity employer, dedicated to a policy of non-discrimination on any basis including race, color, age, sex, religion, disability, military status, sexual orientation, national origin or any other status protected under local, state or federal law. Consistent with the American's With Disabilities Act, applicants may request accommodations needed to participate in the application process. I certify that the facts contained in this application are true and complete to the best of my knowledge. I understand that if I am employed, falsified statements on this application or in my interview(s) may be grounds for immediate termination and I authorize the investigation of all statements contained herein. I authorize the references and employers listed on this application to provide Avanti's with any and all information concerning my previous employment and any other pertinent information, personal or otherwise. I further release Avanti's and all former employers and references from all liability for any damage that may result from use of such information.

I understand and agree that nothing contained in this application or conveyed during the interview process is intended to create an employment contract. I further understand and agree that if I am hired, my employment will be 'at will' and without a fixed term, and may be terminated at any time, with or without cause or prior notice, at the option of either myself or Avanti's. No promises regarding employment have been made to me and I understand that no such promise or guarantee is binding upon the company unless it is in writing by the president of Avanti's. I agree and abide by all company work rules, policies and procedures. The company reserves the right to revise its policies or procedures, in whole or in part, at any time. I hereby acknowledge that I have read and understand the above statements and grant permission to confirm the information supplied on this application by me.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Printed Name \_\_\_\_\_