

Tony Packo's Inc.

An Equal Opportunity Employer

Cafes

1902 Front St. 5827 Monroe St.
 Toledo OH 43605 Sylvania OH 43560
 419-691-6054 419-885-4500

Expresses - In the Andersons

4701 Talmadge Rd. 530 Illinois Ave.
 Toledo OH 43623 Maumee OH 43558
 419-472-4454 419-897-3647

Central Kitchen

1901 Front St.
 Toledo OH 43605
 419-693-0247

Corporate Office

1902 Front St.
 Toledo OH 43605
 419-691-1953

Food Company

1902 Front St.
 Toledo OH 43605
 419-691-2414

Please read BEFORE you fill out this application.

Tony Packo's Inc. operates under strict guidelines for codes of dress and personal body expressions (tattoos, body piercing, hair, makeup and electronic devices such as cell phones and pagers). We use a conservative look for all employees. We do not permit visible tattoos, body piercing except for simple earrings on females, and uncontrolled or non-conservative hairstyles. In addition, wearing or using electronic devices is not permitted during working hours.

If you feel this conservative style is too restrictive, we encourage you not to fill out this application. We realize you may have strong feelings towards personal expression, and would encourage you to find an employer that would permit your style. We have no desire to try and change your style, but we reserve the right to hire employees that fit our environment. We would rather have you as a customer than have you as an unhappy employee.

By completing this application, you agree that if hired, you will adhere to the dress code and personal expression guidelines. Thank you.

Our Mission Statement

Our vision at Tony Packo's is to have our guests leave here exceeding their expectations with the quality of Tony Packo's food and service. Together we must operate as a team in which everyone feels responsible for the success of the whole company. For this to happen, we are committed to providing a safe workplace where you can disagree without fear, have a willingness to shape, and be able to feel valued and respected. Our guests are as important as our shareholders. We want our guests to share their satisfaction with others. We want our team to become the standard by which others are judged.

Please print Please note: This application was designed for use by persons applying for various types of positions. Please answer the questions to the best of your ability. All information will be confidential. (If English is not your native language, please feel free to ask for assistance.)

Name: First		Middle Initial	Last	Date
Street Address			City	
State	Zip	Social Security Number		
Home Phone		Email Address		
How were you referred to us?				

General Information

Are you eligible for employment in the United States? **Yes** **No** If employed, you will be required to provide documents to verify eligibility.

If you are under the age of 21, list date of birth: _____ (to verify legal requirements to serve/handle alcoholic beverages)

If you were/are a member of the Armed Forces, fill in the following:
 Branch of service: _____ Rank at discharge: _____ Present status: _____

Are you currently on lay-off and/or subject to recall?

Do you have any relatives or friends currently employed by Tony Packo's? **Yes** **No** If yes, list names: _____

Have you ever applied for, or worked in a position with Tony Packo's before? **Yes** **No** If yes, list date(s) _____

Have you ever been bonded?

Have you ever been convicted of a criminal offense? (other than a minor traffic offense) **Yes** **No**

If yes, please provide details.

Place: _____ Nature: _____ Date: _____

References (not employers or relatives)

Emergency contact

Name and address	Occupation	Phone	Name:
			Address:
			Phone:
			Relationship:

Educational info

School	Name, Address, City, State, Zip	Name attended as (if different)	Degree/Major	Completed? (circle one)
High School				Yes No
College				Yes No
Other				Yes No

What kind of work would you like to do?

What position are you applying for?

When do you wish to work?
 Full-time _____ Part-time _____

Part-time availability: **Mon** _____ **Tue** _____ **Wed** _____ **Thu** _____ **Fri** _____ **Sat** _____ **Sun** _____

When are you available to begin work?

What are your pay/salary requirements?

Do you have any commitments to another employer that might affect your employment with us?

Employment History

(Begin with most recent employer. Do not exclude any employment. Explain periods of unemployment and include military service.
If more space is needed, please use another sheet.)

Employer:	Duties:	
Address:		
Email:		
Telephone:		If current employer, may we contact this employer? Y/N
Employed from:		To:
Supervisor:	Why did you decide to leave?	
Job Title:		
Salary Starting:		Ending:

Employer:	Duties:
Address:	
Email:	
Telephone:	
Employed from:	
Supervisor:	Why did you decide to leave?
Job Title:	
Salary Starting:	

Employer:	Duties:
Address:	
Email:	
Telephone:	
Employed from:	
Supervisor:	Why did you decide to leave?
Job Title:	
Salary Starting:	

Employer:	Duties:
Address:	
Email:	
Telephone:	
Employed from:	
Supervisor:	Why did you decide to leave?
Job Title:	
Salary Starting:	

Please answer the following questions:

1. Tony Packo's is a high volume business with a work day that can be long and stress-filled. What makes you believe you can perform well and excel under these working conditions?
2. Tony Packo's is a very service-oriented business. What does good service mean to you?
3. Describe a real incident in which you were treated rudely as a customer somewhere. How would you have handled it differently if you had been in the other person's shoes?
4. If you've ever been a guest at Tony Packo's, please describe what you enjoyed most about the experience.
5. What experience and knowledge do you expect to gain from working at Tony Packo's?
6. When we check your references, what do you think they will name as your greatest strength? Your greatest weakness?
7. As a staff member, what do you expect from the managing partners, your managers and supervisors?
8. Have you ever been fired from a job?

Agreement - Please read carefully

Please Read Carefully Before Signing - Applicant's Certification and Agreement

I hereby certify that the information and facts set forth in this application are true, complete and accurate to the best of my knowledge. I understand that any false or misleading statements or omission of any facts in this application or other documents submitted for consideration of employment will be cause for denial of employment or for my immediate dismissal, if employed, regardless of the timing or circumstances of discovery.

I understand that if I am hired this Application becomes a part of my official employment record.

I authorize Tony Packo's Inc. to verify the accuracy of any information provided or known. I hereby authorize any and all schools, employers, references, regulatory boards, courts and any others who have information about me to provide such information to Tony Packo's Inc. and/or any of its employees, representatives, agents or vendors. I release all parties involved in this process from any liability for any and all damage that may result from providing such information.

I understand that if offered a position, I may be required to submit to a pre-employment drug screening and background check as a condition of employment. I further understand that I may be required to complete a pre-employment physical exam depending upon the position offered. I understand that receipt of unsatisfactory results from these checks, or my failure to complete the tests as directed, or any attempt to affect the results, will result in the immediate withdrawal of any offer of employment or the termination of employment, if already employed.

I understand that submission of an application does not guarantee employment. I further understand that should an offer of employment be made by Tony Packo's, such offer, whether or not stated, is for employment at will, and that if I accept such offer, my employment may be terminated by either the Company or myself at any time, with or without cause or notice. I understand that none of the documents, policies, procedures, actions, or statements of Tony Packo's or its employees or representatives used during the hiring process or during my employment may be deemed to be a contract for employment, either actual or implied. I understand that no employee or representative, other than the owners of Tony Packo's, has the authority to enter into any agreement contrary to the above and that any such agreement if made shall not be binding unless it is set out in a writing signed by one of them.

I agree that any claim or lawsuit relating to my service with Tony Packo's must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or lawsuit. I waive any statute of limitations to the contrary.

In consideration of employment, if offered, I agree to abide by and adhere fully to all rules, regulations, policies and procedures of Tony Packo's at all times. I further understand that the Company's rules, regulations, policies and procedures may be changed at any time, with or without notice.

Signature: _____ Date: _____

Note: This application will be kept current for sixty (60) days. You will need to complete another to be reconsidered after this time.