

**EMPLOYMENT APPLICATION**

**PASTA PLUS RESTAURANT**

207 Gorman Road  
Laurel, Maryland 20707  
301-498-5100

*We are an equal opportunity company and are dedicated to a policy of non-discrimination in employment on any improper basis, including race, color, age, sex, religion, national origin, citizenship status, marital status, physical disability and any classification protected under applicable law.*

Date: \_\_\_\_\_

Name: \_\_\_\_\_ Social Security Number: \_\_\_\_\_  
(Last) (First) (M.I.)

Present Address: \_\_\_\_\_ Cell Phone Number: \_\_\_\_\_  
\_\_\_\_\_ State \_\_\_\_\_ Home Phone Number: \_\_\_\_\_  
City State Zip

Are you at least 18 years of age? Yes  No

If not, employment is subject to verification that you are of minimum legal age and you are supplying any required work permit.

Person to be notified in case of an emergency:

Name: \_\_\_\_\_ Cell Phone Number: \_\_\_\_\_  
Address: \_\_\_\_\_ Home/Work Phone Number: \_\_\_\_\_

Position: Server  Busser  Cook  Market  Other  \_\_\_\_\_  
Days available to work: Mon Tue Wed Thu Fri Sat Sun  
Lunch:         
Dinner:

Date Available: \_\_\_\_\_

Are you employed now? Yes  No  If yes, why do you want to change jobs? \_\_\_\_\_

Have you worked for us before? Yes  No  If yes, when? \_\_\_\_\_

Reason for leaving? \_\_\_\_\_

Is there any reason why you cannot perform the essential functions of the position for which you are applying? Yes  No

# EMPLOYMENT RECORD

(Please list most recent job first and all jobs held. Use a separate sheet if necessary.)

## 1. Most Recent Employment

Name of company: \_\_\_\_\_ Type of business: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor Name: \_\_\_\_\_

Position: \_\_\_\_\_ Telephone Number: \_\_\_\_\_

Brief description of duties and responsibilities: \_\_\_\_\_

Date Hired: \_\_\_\_\_ Salary/Hourly Rate: \_\_\_\_\_ Position: \_\_\_\_\_

Date Left: \_\_\_\_\_ Salary/Hourly Rate: \_\_\_\_\_ Position: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

May we contact this employer? Yes  No

## 2. Second Most Recent Employment

Name of company: \_\_\_\_\_ Type of business: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor Name: \_\_\_\_\_

Position: \_\_\_\_\_ Telephone Number: \_\_\_\_\_

Brief description of duties and responsibilities: \_\_\_\_\_

Date Hired: \_\_\_\_\_ Salary/Hourly Rate: \_\_\_\_\_ Position: \_\_\_\_\_

Date Left: \_\_\_\_\_ Salary/Hourly Rate: \_\_\_\_\_ Position: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

May we contact this employer? Yes  No

## 3. Third Most Recent Employment

Name of company: \_\_\_\_\_ Type of business: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor Name: \_\_\_\_\_

Position: \_\_\_\_\_ Telephone Number: \_\_\_\_\_

Brief description of duties and responsibilities: \_\_\_\_\_

Date Hired: \_\_\_\_\_ Salary/Hourly Rate: \_\_\_\_\_ Position: \_\_\_\_\_

Date Left: \_\_\_\_\_ Salary/Hourly Rate: \_\_\_\_\_ Position: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

May we contact this employer? Yes  No

Detail any educational background, experience, training, and or skills that you believe reflect on your capability to perform the position(s) desired:

[Redacted area]

Detail any outstanding features of your past employment or experience that you believe will assist us in evaluating your capability to perform the position(s) desired: \_

[Redacted area]

Have you ever been discharged from a job? Yes  No  If yes, please explain:

[Redacted area]

[Redacted area]

Have you ever been convicted of murder, manslaughter, rape, any other sexual offense, robbery, assault, battery of any crime of the above nature, or have you within the past 10 years been convicted of a felony, including larceny, forgery, embezzlement, dishonesty, breach of trust, unlawful possession, use or sale of illegal drugs or controlled substances, or any crime involving commercial vice activities, including but not limited to selling or distributing illegal drugs or controlled substances, or conducting an illegal gambling operation, or any crime of the above nature which has not been sealed, annulled, or expunged by a court, or is a criminal charge for the commission or attempt to commit any crime of the above nature presently pending against you? Yes  No

If so, please give the particulars and fully explain: \_

[Redacted area]

[Redacted area]

(In evaluating applicants, we consider such factor as how long it has been since the offense occurred, seriousness and nature of the violation; rehabilitation will also be taken into account.)

**JOB APPLICANT’S AGREEMENT AND CERTIFICATION**

I certify that the information given by me in and in connection with this application is true and complete in all respects, and I agree that if employed and it is found to be false or incomplete in any way, at any time, that I may then be subject to dismissal without notice, if and when discovered.

I authorize the use of any information in this application to enable the Company to verify my statements, and I authorize past employers, all references, and any other persons to answer all questions asked by Pasta Plus (hereinafter referred to as “the Company”) concerning my ability and previous employment record. I release all such persons and entities from any liability or damages on account of having furnished such information, and I release the Company from any liability or damages arising out of its use of and reliance on such information.

I also understand and agree, if employed by the Company, that:

- (1) This employment application is not an offer of employment and nothing contained in this application, any employee handbook, operating procedures, performance appraisal, policy manual or statement, or other Company correspondence or document, or in granting an interview, is intended to create a contract between the Company and myself for either employment or the provision of any benefit.
- (2) No promises regarding employment have been made to me, and I understand that no such promises or guarantees are binding on the Company unless made in writing and signed by its President. I also understand that no Company supervisor, manager, official, or representative of the Company, except its President, has the authority to enter into any agreement for employment for any period of time or to make any agreement contrary to the foregoing;

- (3) If employed, I understand and agree that my employment is “at-will” and for no definite period and that, regardless of the time and manner of payment of my wages or salary, my employment and compensation may be terminated at any time by either the Company or myself, with or without cause and with our without any previous notice;
- (4) I further understand that any offer of employment is conditioned on my being able to perform the essential functions of the position desired with any appropriate reasonable accommodation;
- (5) I understand that all present and future Company policies, rules, procedures, programs, positions, wages, salaries and benefits may from time to time be changed, revised, added to, or eliminated as the Company believes changing business needs require. I agree to abide by all present and subsequently issued policies and rules of the Company.
- (6) I understand that I must comply with the health and safety requirements that are established by federal, state, and local law.
- (7) I understand that the Company intends to maintain a drug-free workplace for the health and safety of its employees and others. To this end, I voluntarily consent and agree to participate in and cooperate with this program to the extent requested by the Company. I further understand and agree that I may be required by the Company to undergo and successfully complete testing for alcohol and controlled substances as a condition of initial employment with the Company and if employed, whenever requested by the Company, consistent with applicable federal and state law. Likewise, I also understand and agree that, consistent with applicable federal and state law, physical examinations will be provided at Company expense post-offer and otherwise as necessary to establish my ability to perform the essential functions of the job with or without any necessary reasonable accommodation.
- (8) I authorize the Company to conduct a criminal background investigation, in connection with my application for employment. I agree to cooperate in any such investigation and I understand that any offer of employment by the Company or continued employment, if already employed, is contingent on the results of such investigation. I further understand that I have a continuing duty to immediately disclose to the Company and any and all unexpunged criminal charges and convictions as requested in this application that pertain to me both prior to and subsequent to my initial criminal background investigation and at any time during my employment with the Company.
- (9) I authorize all past employers, references, law enforcement agencies, and any other persons or governmental authorities to supply any information specified or requested in this application concerning my background and myself. I release all such persons from any liability or damages on account of having furnished such information, and I release the Company from any liability or damages arising out of its obtaining, or out of its use of, and reliance on, such information.
- (10) Upon termination of employment, the Company may answer all questions asked by a prospective employer concerning my ability and employment record, and I release the Company from any liability or damages out of its reason to any such questions.

I HAVE READ THE ABOVE AGREEMENT AND CERTIFICATION AND FULLY UNDERSTAND IT AND AGREE TO ITS TERMS.

**Date:** \_\_\_\_\_

\_\_\_\_\_  
(Signature of applicant)

**“UNDER MARYLAND LAW, AN EMPLOYER MY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. ANY EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT TO EXCEED \$100.00.”**

**Date:** \_\_\_\_\_

\_\_\_\_\_  
(Signature of applicant)