



Steak n Shake®

APPLICATION FOR CREW EMPLOYMENT AN EQUAL OPPORTUNITY EMPLOYER



ARE YOU 16 YEARS OF AGE OR OLDER? Yes No

If **Yes**, Please complete the employment application (If you are under 18 years of age, you will need to provide proof of age).

If **No**, Please do not complete the employment application (Steak n Shake does not hire crew members under 16 years of age).

Steak n Shake prohibits discrimination in employment because of race, color, sex, religion, age, national origin, disability, citizenship status, sexual orientation, sexual identity, participation in military service or any other unlawful basis in accordance with all applicable federal and state laws.

PERSONAL INFORMATION		Today's Date
Name _____ <small style="display: flex; justify-content: space-between; width: 100%;">LastFirstMiddleSocial Security NumberOther names, by which you have been known</small>		/ /
Address _____ <small style="display: flex; justify-content: space-between; width: 100%;">NumberStreetCityStateZip code</small>		
Home Telephone Number (_____) _____ Work (or message) Telephone Number (_____) _____ <small style="display: flex; justify-content: space-between; width: 100%;">Area CodeNumberArea CodeNumber</small>		
Are you legally eligible to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No		
POSITION DESIRED		
What kind of position are you applying for? <small>(Check One)</small> <input type="checkbox"/> Service <input type="checkbox"/> Production		
What type of employment do you want? <small>(Check One)</small> <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Temporary		
What are the two (2) most important factors to you in choosing a job? 1. _____		
What are your wage expectations per hour? \$ _____ 2. _____		
WORK SCHEDULE		
What is the minimum (fewest) number of hours you would consider acceptable? Per Week _____ Per Day _____		
Can you work a flexible schedule? (Days and number of hours scheduled are different every week) <input type="checkbox"/> Yes <input type="checkbox"/> No		
What schedule are you available to work? (Time- Include AM or PM)		
Sunday	Monday	Tuesday
From To	From To	From To
Wednesday	Thursday	Friday
From To	From To	From To
Saturday	From To	From To
OTHER INFORMATION		
Have you been convicted of a crime (other than minor traffic violations)? <input type="checkbox"/> Yes <input type="checkbox"/> No <small>The applicant is not obligated to disclose sealed or expunged records of conviction or arrest.</small>	List all convictions, showing offenses and date:	
In your prior employment, have you had shortages or misunderstandings about merchandise or funds? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, please describe fully:	
Have you ever been terminated from a job or asked to resign? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, list dates and explain:	
Do you have transportation? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Can you perform the essential functions of the job for which you are applying, with or without reasonable accommodation? <input type="checkbox"/> Yes <input type="checkbox"/> No		
What restaurant or office equipment do you operate?		
Special licenses/certificates earned:		
Have you ever worked for Steak n Shake? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, when and where?	
Do you have any relatives working for Steak n Shake? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, name and location:	
Employment Source: <input type="checkbox"/> Classified ad <input type="checkbox"/> Walk-in <input type="checkbox"/> School/College <input type="checkbox"/> Other: _____ <input type="checkbox"/> Former employee <input type="checkbox"/> Agency <input type="checkbox"/> Employee referral- _____	Name _____	

EMPLOYMENT HISTORY

Begin with your current or most recent position and include military service, full time jobs, part time jobs, and self employment.

NOTE: Even if we have your résumé, please complete the WORK HISTORY in detail.

May we contact your present employer? Yes No

Company:	Telephone Number:	Your Position:
Address:	Duties:	
Dates Employed:	Supervisor:	Supervisor Title:
Reason For Leaving:	Earnings (Starting/Ending)	
Company:	Telephone Number:	Your Position:
Address:	Duties:	
Dates Employed:	Supervisor:	Supervisor Title:
Reason For Leaving:	Earnings (Starting/Ending)	
Company:	Telephone Number:	Your Position:
Address:	Duties:	
Dates Employed:	Supervisor:	Supervisor Title:
Reason For Leaving:	Earnings (Starting/Ending)	

EDUCATION

High School (or G.E.D.): <i>(name and address)</i>	G.P.A.:	Graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No	Major course of study:
College: <i>(name and address)</i>	G.P.A.:	Graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No	Major course of study:
Graduate School: <i>(name and address)</i>	G.P.A.:	Graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No	Major course of study:
Have you taken any other specialized courses/seminars? <input type="checkbox"/> Yes <input type="checkbox"/> No		If yes, please describe:	

CHARACTER REFERENCES: Give three (3) references who are not relatives or former employers

Name:	Occupation:	Years Known:	Telephone Number:
Name:	Occupation:	Years Known:	Telephone Number:
Name:	Occupation:	Years Known:	Telephone Number:

EMERGENCY INFORMATION *In case of emergency, please notify:*

Name _____ Telephone Number (____) _____ Relationship _____
Last First Middle Area Code Number

Address _____
Number Street City State Zip code

JURY TRIAL WAIVER

PLEASE REVIEW CAREFULLY AND INITIAL WHERE INDICATED TO CONFIRM YOU CONSENT TO THIS PROVISION:

WAIVER OF JURY TRIAL: SNS AND I HEREBY WAIVE, SURRENDER AND FORFEIT ANY RIGHT TO PURSUE A TRIAL BY JURY IN ANY ACTION, LAWSUIT, PROCEEDING, OR COUNTER-CLAIM (INCLUDING, BUT NOT LIMITED TO, CLAIMS RELATING TO HARASSMENT, DISCRIMINATION, TERMINATION, WAGES, BENEFITS, ETC.) BROUGHT OR ASSERTED BY EITHER SNS OR MYSELF AGAINST THE OTHER FOR ANY MATTER ARISING OUT OF OR RELATING IN ANY WAY TO MY APPLICATION FOR EMPLOYMENT OR EMPLOYMENT WITH SNS. SNS AND I AGREE THAT EITHER PARTY MAY PURSUE ONLY A BENCH TRIAL BEFORE A JUDGE (WHERE APPROPRIATE) OR OTHER APPROPRIATE NON-JURY FORUM. IF YOU HAVE ANY QUESTIONS ABOUT THIS "JURY TRIAL" WAIVER, PLEASE CONSULT AN ATTORNEY PRIOR TO INITIALING THIS PROVISION.

_____ BY INITIALING THIS CLAUSE, I CONFIRM MY AGREEMENT TO WAIVE MY RIGHT TO PURSUE A JURY TRIAL FOR ANY ISSUE WHICH RELATES IN ANY WAY TO MY APPLICATION FOR OR EMPLOYMENT WITH SNS.

ACKNOWLEDGMENT

I authorize Steak n Shake to verify my past employment and education, criminal records, credit history, motor vehicle records, personal references, and other job related data provided on this application or via the interview process. I authorize the appropriate individuals, companies, institutions, or agencies to release information and I release them from any liability as a result of such inquiries or disclosures of truthful information made in good faith. I understand that false or misleading statements on this application or concealment of requested facts may be considered cause for disqualification or termination.

I understand that nothing in this employment application, in Steak n Shake's statements or personnel guidelines or in my communications with any Steak n Shake official is intended to create an employment contract between Steak n Shake and me. I also understand that Steak n Shake has the right to modify its policies without giving me any notice of the change(s). I understand that if an employment relationship is established, I have the right to terminate my employment at any time. I also understand that Steak n Shake retains the right to terminate my employment at any time.

NAME (print) _____ SIGNATURE: _____ DATE: _____