

Essential Task Requirements for Employees (continued)

Please note that the tasks described below is not an all inclusive list of tasks for each position.

G REETER / CASHIER

- Can you **read** English or Spanish?
 Yes No
- Do you have the manual dexterity to operate the following **machinery / equipment**:
 Calculator Yes No
 Cash Register Yes No
- Do you possess basic arithmetic skills (i.e., addition, subtraction, multiplication, division)?
 Yes No
- Can you **walk** at a rate of 1 mile per hour for up to 8 hours per day?
 Yes No
- Can you **lift** 15 pounds from 32 inches to 36 inches up to 10 times per hour?
 Yes No
- Can you **carry** 15 pounds for a distance of 80 feet up to 10 times per hour?
 Yes No
- Are you able to **stand** constantly for up to 8 hours at a time?
 Yes No
- Are you able to **push/pull** 21 pounds up to 2 times per hour (total body)?
 Yes No

BARTENDER

- Can you **walk** at a rate of .25 miles per hour for up to 8 hours per day?
 Yes No
- Are you able to **lift** 40 pounds from 7 inches to 41 inches up to 10 times per shift?
 Yes No
- Can you **reach and grip** 1 pound from 63 inches to 33 inches up to 10 times per hour?
 Yes No
- Are you able to **stand** constantly for up to 8 hours a day?
 Yes No
- Can you **read** English or Spanish?
 Yes No
- Can you **carry** 35 pounds for a distance of 50 feet up to once an hour?
 Yes No
- Do you have the manual dexterity to operate the following **machinery / equipment**:
 Blender Yes No
 Glass Washer Yes No
 (math skills needed)
- Are you **21** years of age or older?
 Yes No

BUS PERSON

- Can you **walk** at a rate of 1 mile per hour for up to 8 hours per day?
 Yes No
- Are you able to **lift** 40 pounds from 7 inches to 43 inches up to 20 times per hour?
 Yes No
- Are you able to **stand** for up to 8 hours a day?
 Yes No
- Can you **carry** 40 pounds for a distance of 100 feet up to 20 times per hour?
 Yes No
- Do you have the manual dexterity to operate the following **machinery / equipment**:
 Tea Machine Yes No
 Mop Wringer Yes No

Name _____

Please Print

Signature _____ Date: _____

If an applicant answers NO to any of the above job task requirements, please contact your regional HR manager.



All qualified applicants for employment receive consideration for employment without regard to race, color, religious affiliation, sex, national origin, age, sexual orientation, gender variance, marital status, veteran status, disability, or any other status protected by applicable law or regulation. This application is valid for 60 days.

The Black-eyed Pea Restaurants reserves the right to assign any employee to any geographically proximate work site. This decision is based solely upon the operational needs of Black-eyed Pea Restaurants.

Today's Date: ____/____/____

PERSONAL INFORMATION

Name, (Last, First, Middle)	Telephone number where you can be contacted ()
Present Address (No., Street, City, State, Zip Code)	
In case of Emergency (Name, No., Street, City, State, Zip Code) Phone #	Are you at least 16 yrs. of age? <input type="checkbox"/> Yes <input type="checkbox"/> No
Are you of legal age to serve alcohol? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Do you have a legal right to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Have you ever been employed by: The Black-eyed Pea Restaurants?	
If yes, which restaurant? _____ dates employed: _____ to _____	
Have you ever been convicted of a felony? <input type="checkbox"/> Yes <input type="checkbox"/> No _____ If yes, give dates, charge and disposition: _____	
A positive response is not an automatic bar to employment with Black-eyed Pea Restaurants.	

MISCELLANEOUS

Please specify how you found out about our company (check one box only):

<input type="checkbox"/> Walk in	<input type="checkbox"/> Internet Job Posting
<input type="checkbox"/> Referred by: _____	<input type="checkbox"/> "Now Hiring Banner"
<input type="checkbox"/> Sent in resumé	<input type="checkbox"/> Relative (Name and Store Location): _____
<input type="checkbox"/> Advertisement: _____	<input type="checkbox"/> Other: _____

EMPLOYMENT INTERESTS / SKILLS

Position applying for:	Salary Desired	Date Available	<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time	Are you willing to work overtime?
Can you work a flexible schedule? <input type="checkbox"/> Yes <input type="checkbox"/> No			Calculator experience	<input type="checkbox"/> Yes <input type="checkbox"/> No
If no, please note your schedule restrictions? _____			POS experience	<input type="checkbox"/> Yes <input type="checkbox"/> No

EDUCATION

(No Relatives, List Immediate Supervisors)

SCHOOL	NAME AND LOCATION	HIGHEST GRADE/ LEVEL	DIPLOMA OR DEGREE TYPE (✓) IF EARNED
High School			()
College, Graduate, Business, Vocational, or Other Training			()
			()

EMPLOYMENT HISTORY

Please list all jobs, beginning with your present or last employer. Account for all periods, including unemployment, self-employment, and any military service. If space is insufficient, list on a separate page or additional application form.

1. Company Name and Address				Job Title	May we contact your previous employer <input type="checkbox"/> Yes <input type="checkbox"/> No	
				Supervisor (Name, Title and Telephone Number)		
DATE		SALARY		Hours Worked Per Week	Duties and Responsibilities	Reason for leaving
Start M/Y	End M/Y	Start	End			

2. Company Name and Address				Job Title	May we contact your previous employer <input type="checkbox"/> Yes <input type="checkbox"/> No	
				Supervisor (Name, Title and Telephone Number)		
DATE		SALARY		Hours Worked Per Week	Duties and Responsibilities	Reason for leaving
Start M/Y	End M/Y	Start	End			

3. Company Name and Address				Job Title	May we contact your previous employer <input type="checkbox"/> Yes <input type="checkbox"/> No	
				Supervisor (Name, Title and Telephone Number)		
DATE		SALARY		Hours Worked Per Week	Duties and Responsibilities	Reason for leaving
Start M/Y	End M/Y	Start	End			

4. Company Name and Address				Job Title	May we contact your previous employer <input type="checkbox"/> Yes <input type="checkbox"/> No	
				Supervisor (Name, Title and Telephone Number)		
DATE		SALARY		Hours Worked Per Week	Duties and Responsibilities	Reason for leaving
Start M/Y	End M/Y	Start	End			

EMPLOYMENT REFERENCES

NAME	ADDRESS/TELEPHONE	OCCUPATION

I certify the information set forth in this application for employment is true and complete to the best of my knowledge and belief and I agree you may investigate my statements. I understand that any information provided in this application found to be false will disqualify me from consideration for employment. I further understand that, if after employed, any information provided on this application or provided in connection with my application for employment is found to be false, Black-eyed Pea Restaurants may terminate my employment and I acknowledge that under such circumstances, I shall have no cause of action or recourse against Black-eyed Pea Restaurants based thereon. I agree to permit all past employers to give to Black-eyed Pea Restaurants any information concerning me and release them, and Black-eyed Pea Restaurants, from any liability in furnishing or collecting such information. I understand that my employment and, if employed, my continued employment is conditioned upon my consent to and successful completion of a background examination/investigation as may be deemed advisable or as may be required by Black-eyed Pea Restaurants. I agree to any such background examination/investigation and agree to waive any and all claims against Black-eyed Pea Restaurants in connection with any background examination/investigation involving my application for employment and any subsequent employment. I understand that the scope of any background examination/investigation is dependent upon the position for which I apply. A background examination/investigation may include a seven (7) year criminal history, credit report, driving record, reference check, education and credential confirmation, and other background information as permitted pursuant to the Fair Credit Reporting Act, 15 U.S.C. §§ 1681, et. seq., and any applicable state Credit Reporting Acts/statutes/laws. I agree that if I am employed by Black-eyed Pea Restaurants, my employment is "at-will," meaning that it is at the will of either party, that either Black-eyed Pea Restaurants or I may terminate my employment at any time, for any reason, with or without notice. I understand and acknowledge that nothing contained in this application, nor any statements made by Black-eyed Pea Restaurants, its representatives, management or supervisors shall constitute any promise, guarantee or contract regarding employment. *Notice: All offers of employment are contingent upon your production of proper documentation proving your eligibility to work within the United States.*

Applicant Signature

Date

FOR OFFICE USE ONLY

Interviewer Signature

Date

Interviewer Signature

Date

Essential Task Requirements for Employees

Please note that the tasks described below is not an all inclusive list of tasks for each position.

COOK

- Can you **walk** at a rate of .5 miles per hour for up to 8 hours per day?
_____Yes _____No
- Are you able to **lift** 40 pounds from the floor to 44 inches up to 10 times per hour?
_____Yes _____No
- Can you **read** English or Spanish?
_____Yes _____No
- Can you **reach and grip** 20 pounds from 24-48 inches up to 200 times per hour?
_____Yes _____No
- Are you able to **stand** constantly for up to 8 hours?
_____Yes _____No
- Can you **carry** 40 pounds for a distance of 50 feet up to 5 times per hour?
_____Yes _____No
- Are you able to **push/pull** 40 pounds a distance of 2 feet up to 30 times per hour?
_____Yes _____No

QUALITY ASSURANCE COORDINATOR (QAC)

- Can you **walk** at a rate of .5 miles per hour for up to 8 hours per day?
_____Yes _____No
- Can you **reach and grip** 3.5 pounds from 48 inches to 12 inches up to 125 times per hour?
_____Yes _____No
- Are you able to **stand** constantly for up to 8 hours a day?
_____Yes _____No
- Can you **read** English or Spanish?
_____Yes _____No

SERVER

- Can you **walk** at a rate of 1 mile per hour for up to 6-8 hours?
_____Yes _____No
- Are you able to **lift** 16 pounds from 31 inches to 42 inches for up to a minimum of 12-14 times per hour?
_____Yes _____No
- Are you able to **stand** constantly for up to 6-8 hours a day?
_____Yes _____No
- Can you **read** English or Spanish?
_____Yes _____No
- Are you **18 years** of age or older?
_____Yes _____No

DISHWASHER

- Can you **walk** at a rate of .25 mile per hour for up to 8 hours?
_____Yes _____No
- Are you able to **lift** 40 pounds from 35 inches to 52 inches up to 15 times per hour?
_____Yes _____No
- Can you **reach and grip** 2.5 pounds from 48 inches to 12 inches up to 125 times per hour?
_____Yes _____No
- Are you able to **stand** for up to 8 hours a day?
_____Yes _____No
- Can you **carry** 40 pounds for a distance of 40 inches up to 15 times per hour?
_____Yes _____No
- Are you able to **push/pull** 8 pounds up to 15 times per hour?
_____Yes _____No
- Do you have the manual dexterity to operate the following **machinery / equipment**?
Dish Machine Yes _____ No _____