

# Thank you for your interest in working with us! Our goal is to be the culinary destination for Kitsap County.

---

## Maynard's Mission

Maynard's Restaurant is a comfortable and creative gathering place. We offer globally influenced, locally sourced chef-driven cuisine. We promote innovative thinking and devotion to re-invest in our community.

## Our Vision

As local restaurateurs and educators we strive to develop Kitsap's destination craft restaurant and gathering place. This will be our community's playground for world trend experimentation.

At Maynard's Market Kitchen guests will enjoy innovative dishes, discover local products, learn from renowned chefs and bring home freshly prepared gourmet dishes. Our spacious facility will be ideal for large parties, business meetings, celebrations, and intimate gatherings alike. Maynard's will feature space to highlight the vibrancy of local farmers and artisan products.

## Core Values

- WE ALWAYS THINK AND ACT WITH A "WHAT IS BEST FOR THE GUEST" MINDSET
- WE WILL ALWAYS STRIVE TO OFFER THE BEST LOCAL FOOD AND BEVERAGE PRODUCTS SOURCED FROM FARMERS AND PRODUCERS IN OUR AREA
- WE ARE ALWAYS WARM, FRIENDLY AND SINCERE WITH OUR GUESTS & STAFF
- WE HIRE THE BEST AND LET THEM BE OUR AMBASSADORS
- WE TAKE PRIDE IN WHAT WE DO & CONSTANTLY STRIVE TO IMPROVE
- WE ARE FISCALLY RESPONSIBLE MEMBERS IN OUR COMMUNITY
- WE KEEP OUR FACILITY CLEAN AND ORGANIZED

1. **Do not try to complete this application now.** Please take it home, give it some thought, and take your time with it. Be sure to fill it out completely, even if you enclose a resume. If a question does not apply to you, mark it "NA" so we know you didn't avoid the answer. Foodservice is a business of details, and we will only consider people who share our concern about the importance of handling all the small points.

2. We will verify all information you give us on the application. Any false or misleading statements will disqualify you from consideration, no matter how talented you may be. Please understand that we are not as concerned with what you tell us, as we are that you give us the truth. Honesty is always the best policy . . . especially if you hope to become part of our team.

3. We are committed to maintaining a drug-free workplace. This means that we do not tolerate the possession of drugs or alcohol on the premises nor do we permit our staff to work under the influence of drugs or alcohol.

4. We will verify all your references. We want to talk with your co-workers and anyone who may have worked for you in your past positions. If we cannot check your references, we cannot consider you for employment, so be sure you list valid names and phone numbers. It does not matter if they still work for your old company or not. In fact, we often get better information from people who have taken other jobs. Please be sure that everyone you list knows to expect a call from us and has your permission to talk with us. It will require some work on your part, but, then, it takes a little extra effort to succeed in this business!

5. At Maynard's, we prefer to make a personal connection with all potential crew members. When you have completed the application, please drop it off in person at the office trailer located on the east end of Maynard's between the Hours of 9 am and 3 pm Monday through Friday. We are currently accepting applications for all hourly positions.

6. We are an equal opportunity employer and we will select only qualified applicants for every position. Period. We will not discourage you from applying for any position you feel qualified for. We will make selections based on what strengths you bring to our team and how you fit into our operating style. We are looking for people committed to professional excellence and legendary guest service who will make a positive contribution to our company for as long as we choose to work together.

7. We expect you to take an active role in your own success and the success of your co-workers. Toward this end, it will be part of your job responsibilities to help train your co-workers for positions of higher skill and responsibility. Because of this focus, we will evaluate your performance based not only on your own professional development, but also by the advancement of your trainees.

8. We will regularly evaluate your performance, so you know where you stand and how you are doing. The purpose of the appraisals is to assist with your personal and professional development. Much of the responsibility for performance appraisal rests with your coaches, but we will also ask your co-workers to give us their impressions of your work and ask you to do the same of theirs. Their comments will be part of your performance appraisal. We will also ask you to evaluate the effectiveness of your coaches, and that will become part of their performance appraisal. We do not keep secrets from each other or ignore unproductive behavior.

9. Our success comes from providing our guests with the best experience possible and seeing them come back to visit us. We do not believe in creating any more rules or structure than is necessary to ensure that our guests have a great time every time they dine with us. This means that there are no procedures to hide behind and that success is measured by your results rather than by your activities. There is nothing to "get away with."

10. If you are not offered a position, we encourage you to reapply again in six months. Many of our most successful staff members were not selected until their second or third try. You must decide if what we offer is worth your effort to meet our high standards. Whatever your choice, we hope you will visit us often as a guest and let us know how we are doing.



# Application for Employment

We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other legally protected status.

**\*\* PLEASE PRINT CLEARLY \*\***

Position(s) applied for \_\_\_\_\_ Salary desired \_\_\_\_\_ Date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

How did you find out about this job?  Web  Employee  Walk-in  Relative  Other \_\_\_\_\_

Why are you seeking a new job currently? \_\_\_\_\_

## Applicant Information

First Name \_\_\_\_\_ Middle \_\_\_\_\_ Last \_\_\_\_\_

Street Address \_\_\_\_\_ Social Security No. \_\_\_\_\_

City/State/Zip \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_

If hired, do you have a reliable means of transportation to get to work?  Yes  No Email Address \_\_\_\_\_

Can you provide proof that you are at least 18 years old? \_\_\_\_\_ At least 21 years old? \_\_\_\_\_

Are you legally eligible for employment in the U.S.?  Yes  No (Proof of U.S. citizenship or immigration status is required if hired.)

List any special skills or training: \_\_\_\_\_

## Employment Information

How many hours per week are you desiring to work? \_\_\_\_\_

What hours and shift(s) would you prefer to work? \_\_\_\_\_

List times and days of the week you are not available to work. \_\_\_\_\_

If hired, when would you be able to start? \_\_\_\_\_

List any friends or relatives employed by this company: \_\_\_\_\_

Have you ever been discharged or asked to resign from any position? \_\_\_\_\_ If yes, please describe: \_\_\_\_\_

If applicable, please refer to the attached job description for the position for which you are applying. Are you able to perform all these tasks with or without reasonable accommodation?  Yes  No Please describe which tasks, if any, you will need accommodation to perform, and explain what type of accommodation you will need: \_\_\_\_\_

Please describe: \_\_\_\_\_

## Education (circle highest level achieved)

Elementary: 1 2 3 4 5 6 7 8 Secondary: 9 10 11 12 G.E.D

Name of School: \_\_\_\_\_ Name of School: \_\_\_\_\_

Location of School: \_\_\_\_\_ Location of School: \_\_\_\_\_

If in high school, are you enrolled in a recognized co-op program?  Yes  No

If yes, identify program and school: \_\_\_\_\_

College: 1 2 3 4 5 6 7 8

Name of School: \_\_\_\_\_

Location of School: \_\_\_\_\_

Degree & Major: \_\_\_\_\_

Minor: \_\_\_\_\_

## Work History (please begin with most recent)

1. Company \_\_\_\_\_ Phone No. with Area Code ( \_\_\_\_\_ )  
Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_  
Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_ Salary: Beginning \_\_\_\_\_ Ending \_\_\_\_\_  
Job Title \_\_\_\_\_ Supervisor's Name & Title \_\_\_\_\_  
Describe duties briefly: \_\_\_\_\_  
Specific reason for leaving: \_\_\_\_\_
2. Company \_\_\_\_\_ Phone No. with Area Code ( \_\_\_\_\_ )  
Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_  
Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_ Salary: Beginning \_\_\_\_\_ Ending \_\_\_\_\_  
Job Title \_\_\_\_\_ Supervisor's Name & Title \_\_\_\_\_  
Describe duties briefly: \_\_\_\_\_  
Specific reason for leaving: \_\_\_\_\_
3. Company \_\_\_\_\_ Phone No. with Area Code ( \_\_\_\_\_ )  
Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_  
Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_ Salary: Beginning \_\_\_\_\_ Ending \_\_\_\_\_  
Job Title \_\_\_\_\_ Supervisor's Name & Title \_\_\_\_\_  
Describe duties briefly: \_\_\_\_\_  
Specific reason for leaving: \_\_\_\_\_
4. Company \_\_\_\_\_ Phone No. with Area Code ( \_\_\_\_\_ )  
Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_  
Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_ Salary: Beginning \_\_\_\_\_ Ending \_\_\_\_\_  
Job Title \_\_\_\_\_ Supervisor's Name & Title \_\_\_\_\_  
Describe duties briefly: \_\_\_\_\_  
Specific reason for leaving: \_\_\_\_\_

### Please list at least 3 professional work references

1. Name \_\_\_\_\_ Phone No. with Area Code ( \_\_\_\_\_ )  
Reference job title \_\_\_\_\_
2. Name \_\_\_\_\_ Phone No. with Area Code ( \_\_\_\_\_ )  
Reference job title \_\_\_\_\_
3. Name \_\_\_\_\_ Phone No. with Area Code ( \_\_\_\_\_ )  
Reference job title \_\_\_\_\_

I verify that everything is true to the best of my knowledge:

Signature \_\_\_\_\_

Date \_\_\_\_\_