



Thank you for your interest in working for Iceberg Drive Inn. For 50 years, Iceberg has been the place to get GREAT SERVICE while eating the best burgers, shakes, rings and fries around! We are seeking B.O.B.'s (Best of the Best) applicants that will help us continue that tradition.

Please consider our requirements when filling out this application.

1. Always have a smile and outgoing attitude.
2. Always be in a complete, clean and proper Iceberg uniform. We will provide the hat, shirt and name tag. You will be responsible to provide proper jeans, black belt, black socks and black slip safe shoes (black tennis shoes are not allowed).
3. Flexible availability including being able to work Monday through Saturday/Sunday (some locations are open on Sundays).
4. Always have proper grooming which includes:
  - a. No visible tattoos (we wear short sleeves)
  - b. No beards or goatees – trimmed mustaches are allowed.
  - c. No visible piercing.
  - d. One set of post earrings allowed for women.
  - e. Proper grooming and daily bathing required. This includes clean uniform.
5. Willing to take drug test.
6. Have a current food handlers permit.
7. Have reliable transportation to work.
8. Must be currently enrolled in school or have completed High School/GED.

All employees will be on a 14 day tryout period where you will be trained and tested to see if you will make the B.O.B. Team. Those of you who are not selected will be notified at the end of the tryout and paid your starting wage for the time worked.

We look forward to receiving your application and tryout for our team. We offer a great work environment, room for advancement, and feel our employees are our number one asset. As a team, we set out each day to provide Great Food and Service in a Clean and Friendly environment, and we have a lot of fun at the same time. If you feel you can meet the above requirements, and would like to join our Iceberg Best of the Best team, please apply today. There are limited spots available.

# This Employer Participates in E-Verify



This employer will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

**IMPORTANT:** If the Government cannot confirm that you are authorized to work, this employer is required to provide you written instructions and an opportunity to contact SSA and/or DHS before taking adverse action against you, including terminating your employment.

Employers may not use E-Verify to pre-screen job applicants or to re-verify current employees and may not limit or influence the choice of documents presented for use on the Form I-9.

In order to determine whether Form I-9 documentation is valid, this employer uses E-Verify's photo screening tool to match the photograph appearing on some permanent resident and employment authorization cards with the official U.S. Citizenship and Immigration Services' (USCIS) photograph.

If you believe that your employer has violated its responsibilities under this program or has discriminated against you during the verification process based upon your national origin or

citizenship status, please call the Office of Special Counsel at 1-800-255-7688 (TDD: 1-800-237-2515).

## NOTICE:

**Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States.**

**Employment Verification.**  **Done.**

For more information on E-Verify, please contact DHS at:

**1-888-464-4218**



E-VERIFY IS A SERVICE OF DHS AND SSA

# EMPLOYMENT APPLICATION

NAME \_\_\_\_\_ SOCIAL SECURITY # \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ ADDRESS \_\_\_\_\_  
FIRST NAME MIDDLE INITIAL LAST NAME

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_ TELEPHONE # \_\_\_\_\_ ARE YOU 18 OR OLDER? Y / N IF NOT, GIVE BIRTHDATE \_\_\_\_\_

HAVE YOU EVER WORKED AT AN ICEBERG DRIVE-INN? Y / N IF YES, GIVE DATES \_\_\_\_\_ TO \_\_\_\_\_ GIVE ICEBERG LOCATION \_\_\_\_\_

## AVAILABILITY

TOTAL HOURS AVAILABLE PER WEEK \_\_\_\_\_

ARE YOU LEGALLY ABLE TO BE EMPLOYED IN THE U.S.? Y / N

HOURS AVAIL.	M	T	W	TH	F	SA	SU
<b>FROM</b>							
<b>TO</b>							

HOW DID YOU HEAR ABOUT JOB? \_\_\_\_\_ HOW FAR DO YOU LIVE FROM RESTAURANT? \_\_\_\_\_ OWN TRANSPORTATION? Y / N

## SCHOOL MOST RECENTLY ATTENDED

NAME OF SCHOOL \_\_\_\_\_ ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

TEACHER/COUNSELOR \_\_\_\_\_ DEPARTMENT \_\_\_\_\_ LAST GRADE COMPLETED \_\_\_\_\_ GPA \_\_\_\_\_

GRADUATED? Y / N CURRENTLY ENROLLED? Y / N

## THREE MOST RECENT JOBS

COMPANY \_\_\_\_\_ ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE # \_\_\_\_\_ JOB DESCRIPTION \_\_\_\_\_ SUPERVISOR NAME \_\_\_\_\_

WAGE \_\_\_\_\_ DATES WORKED \_\_\_\_\_ TO \_\_\_\_\_ REASON FOR LEAVING \_\_\_\_\_

COMPANY \_\_\_\_\_ ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE # \_\_\_\_\_ JOB DESCRIPTION \_\_\_\_\_ SUPERVISOR NAME \_\_\_\_\_

WAGE \_\_\_\_\_ DATES WORKED \_\_\_\_\_ TO \_\_\_\_\_ REASON FOR LEAVING \_\_\_\_\_

COMPANY \_\_\_\_\_ ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE # \_\_\_\_\_ JOB DESCRIPTION \_\_\_\_\_ SUPERVISOR NAME \_\_\_\_\_

WAGE \_\_\_\_\_ DATES WORKED \_\_\_\_\_ TO \_\_\_\_\_ REASON FOR LEAVING \_\_\_\_\_

**IMPORTANT: COMPLETE OTHER SIDE OF APPLICATION**

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**PERSONAL REFERENCES**

NAME \_\_\_\_\_

NAME \_\_\_\_\_

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

ADDRESS \_\_\_\_\_

ADDRESS \_\_\_\_\_

TELEPHONE \_\_\_\_\_

TELEPHONE \_\_\_\_\_

TELEPHONE \_\_\_\_\_

DURING THE PAST 7 YEARS, HAVE YOU EVER BEEN CONVICTED OF, PLED GUILTY TO OR PLED NO CONTEST TO A CRIME, EXCLUDING MISDEMEANORS AND TRAFFIC VIOLATIONS? YES / NO IF YES, DESCRIBE IN FULL \_\_\_\_\_

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1. I certify that I have read and fully completed both sides of this application and that the information contained on this application is correct to the best of my knowledge and understand that any omission or erroneous information is grounds for dismissal in accordance with the policy of this independent Iceberg Drive-inn franchisee. 2. I authorize the references listed on this application to give you any and all information concerning my previous employment and pertinent information they may have, personal or otherwise, and release all parties from all liability for any damage that may result from furnishing same to you. 3. I acknowledge that this independently owned and operated Iceberg Drive-inn franchisee reserves the right to amend or modify the policies in its Employee Handbook and other policies of this Iceberg Drive-inn franchisee at any time, without prior notice. These policies do not create any promises or contractual obligations between this independent Iceberg Drive-inn franchisee and its employees. At this Iceberg Drive-inn franchise, my employment is at will. This means I am free to terminate my employment at any time, for any reason, with or without cause, and this Iceberg Drive-inn franchise retains the same rights. The independent Owner/Operator of this Iceberg Drive-inn franchise is the only person who may make an exception to this, and it must be in writing and signed by the Owner/Operator. I understand that my employer is an independent Owner/Operator of an Iceberg Drive-inn franchise and that I am not employed by Iceberg Drive-inn Corporation or any of its subsidiaries. The independent Owner/Operator of this restaurant is solely responsible for all terms, condition and any other issues concerning my employment.

This independent Iceberg Drive-inn franchise is an Affirmative Action and Equal Opportunity Employer. Various Federal, State and Local laws prohibit discrimination on account of race, color, religion, sex, age, national origin, disability or veterans status. It is this Iceberg Drive-inn franchise policy to comply fully with these laws, as applicable, and information requested on this application will not be used for any purpose prohibited by law.

I understand that as a part of the procedure for my employment application, an investigative consumer report may be made concerning my character, general reputation, personal characteristics and mode of living. Upon written request, additional disclosure concerning the complete nature and scope of the investigation will be provided. If I am denied a job based either wholly or in part because of information contained in an investigative consumer report, I will be provided the name and address of the reporting agency that supplies the information.

**SIGNATURE** \_\_\_\_\_ **DATE** \_\_\_\_\_

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**THIS AREA FOR OFFICE USE ONLY**

Reference checks \_\_\_\_\_

Date interviewed \_\_\_\_\_ By \_\_\_\_\_

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