

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_



# ZACHARY'S

5801 College Avenue, Oakland 94618

1853 Solano Avenue, Berkeley 94707

3110 Crow Canyon Place, Suite D, San Ramon 94583

[www.zacharys.com](http://www.zacharys.com)



## APPLICATION FOR EMPLOYMENT

### HISTORY OF ZACHARY'S

On July 25<sup>th</sup>, 1983, Zachary's Chicago Pizza was founded by husband and wife pair Zach Zachowski and Barbara Gabel, at a former lampshade shop on College Avenue. It opened with only 30 seats, but business took off immediately, so that waiting for a table could take up to 2 hours. A year later, Zach and Barbara opened a second location on Solano Avenue. Since then, the basic values of the business have remained essentially unchanged. Zachary's strives to serve the highest quality, most consistent product possible; to make every customer a repeat customer; and to maintain a fun and efficient work environment—one where employees contribute to an atmosphere that emphasizes hospitality, teamwork, mutual respect, and camaraderie.

In 2003, after 20 years of business and more than 100 awards, Zach and Barbara began to transfer ownership in the company to its employees through an Employee Stock Ownership Plan (ESOP). An ESOP is essentially a long-term retirement plan used to motivate and reward employees with equity in the company. Zachary's makes annual contributions to a trust account on behalf of eligible employees. As employees earn seniority with the company, they acquire an increasing right to shares in their individual trust accounts, a process known as vesting. Eligible employees—those who have worked at least one year at 1,000 hours or more per year—become 100% vested after 7 years. So, long-term employees have a wonderful opportunity to be part *owners* of Zachary's and to have a stake in its bright future!

### ALL APPLICANTS: HOST/WAIT & KITCHEN

As shareholders in an ESOP, we all work hard to make this an enjoyable, rewarding job. To be a successful member of our team, we ask that you work hard, follow the rules, and display a positive and hospitable attitude toward customers and co-workers alike. We happily reward your efforts with great pay, a fun working environment, and with time, the potential benefits of a 401k, health plan, and employee stock ownership.

**HOST/WAIT:** The Dining Room position includes a variety of host positions (working behind the counter, answering phones, bussing tables, etc.) and the potential for waiting tables starting at six weeks, depending upon the individual progress of each employee. Once you are trained to wait tables, your shifts will vary between host and wait shifts. Requirement for Host/Wait position:

- You must be 18 years or older (to legally serve alcohol)

**KITCHEN:** The Kitchen position may include some or all of the following: dishwashing, pizza making, food preparation, cleaning, minor maintenance, and operation of machinery.

**Zachary's Chicago Pizza, Inc. is an equal opportunity employer. We do not discriminate based on age, race, sex, religion, or natural origin, and we adhere to the rules of the Americans with Disabilities Act (ADA).**

## PERSONAL INFORMATION

Name (last, first, middle): \_\_\_\_\_

Address: \_\_\_\_\_

Primary telephone #: \_\_\_\_\_ Secondary telephone #: \_\_\_\_\_

Position applying for: \_\_\_\_\_ Date you can start: \_\_\_\_\_

Are you a U.S. Citizen or alien legally authorized to work in the United States? \_\_\_\_\_  
(Proof of citizenship or immigration status will be required upon employment.)

Have you ever applied to this company before? \_\_\_\_\_ If so, when? \_\_\_\_\_

Referred by: \_\_\_\_\_

## AVAILABILITY

Please indicate the hours you are available to work both day and evening:

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AM							
PM							

How many shifts are you interested in working each week? \_\_\_\_\_

What type of work are you applying for? Summer, Part Time for School, or Full Time? \_\_\_\_\_

How long do you anticipate working for Zachary's? \_\_\_\_\_

Do you foresee any changes to your availability in the next year? \_\_\_\_\_

Do you have any previous commitments or engagements (vacations, weddings, etc.)? \_\_\_\_\_

\_\_\_\_\_

Are you applying for a position with Zachary's in San Ramon? \_\_\_\_\_ or Oakland/Berkeley? \_\_\_\_\_

If applying for Oakland/Berkeley, are you able to work at both locations? \_\_\_\_\_

Are you currently in school or taking courses? \_\_\_\_\_

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

When do you expect to finish the program? \_\_\_\_\_

We require our employees to make customers feel welcome, focus on the job, work as a team, and respect each other's individuality. Can you meet this expectation? Yes \_\_\_\_ No \_\_\_\_

## WORK EXPERIENCE

Dates Employed	Employer: Company & Location	Position/Duties	Supervisor/phone#	Reason for leaving

Have you ever been dismissed or forced to resign from employment? Yes \_\_\_\_ No \_\_\_\_

If yes, please explain. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Are you currently employed? If so, may we contact your present employer? \_\_\_\_\_

## EDUCATION

	Name & Location	Years Completed	Degree?	Major
High School				
College				
Other				

## SUPPLEMENTAL INFORMATION

What do you think you will enjoy about working for Zachary's? \_\_\_\_\_

\_\_\_\_\_

What strengths do you feel you could bring to our team? \_\_\_\_\_

\_\_\_\_\_

Have you ever eaten at Zachary's on a busy night? \_\_\_\_\_

Have you ever worked in a fast-paced environment? If yes, what do you enjoy about working in this type of atmosphere? \_\_\_\_\_

\_\_\_\_\_

**For Dining Room applicants only:** What is your definition of "Hospitality?" \_\_\_\_\_

\_\_\_\_\_

## CERTIFICATION

I certify under penalty of perjury that all the above information is true and complete. I understand that any falsification or omission of information may result in denial of employment or, if hired, termination of employment.

I understand and agree that, if hired, my employment is at will. I also understand that, if hired, my employment is for no definite period of time. I may terminate my employment at any time, and I may be dismissed at any time without prior notice of any reason or for no reason. I further understand and agree that nothing in this application is intended as, or shall constitute a contract of employment or a guarantee of employment.

I understand that by signing this application I am authorizing you to contact the individuals I have identified as references and former employers, and educational institutions to confirm the information provided. I understand that any policies or procedures may be changed at the employer's discretion at any time and without notice.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date