

IF YOU WANT TO WORK AT BULL'S CORNER

PLEASE TAKE THE TIME TO READ THE FOLLOWING
BULL'S CORNER NON-NEGOTIABLE STANDARDS:

BULL'S CORNER IS IN THE SERVICE BUSINESS, WE ARE OPEN 7 DAYS A WEEK.

- YOU MUST BE PREPARED TO WORK ANY DAY, WEEKENDS, AND HOLIDAYS INCLUDED.
- WE HAVE A STRICT ATTENDANCE POLICY. YOU MUST SHOW UP FOR WORK UNLESS YOU HAVE A DOCTORS EXCUSE.

BULL'S CORNER HAS AN IMAGE OF A WHOLESOME FAMILY RESTAURANT.

- OUR EMPLOYEES MUST UPHOLD THAT IMAGE

IF YOU ARE VISIBLE TO OUR CUSTOMERS:

- YOU MUST BE IN A CLEAN, PRESSED UNIFORM.
- YOUR HAIR MUST BE CLEAN AND COMBED.

WE DON'T ALLOW:

- VISIBLE TATTOOS
- MORE THAN ONE RING PER HAND
- NO VISIBLE BODY PIERCING (EXCEPT EARRINGS)
- LADIES - NO MORE THAN ONE EARRING PER EAR
- MEN - NO EARRINGS
 - NO FACIAL HAIR
 - NEAT, SHORT HAIR CUT

WE PREFER NON-SMOKERS.

- WE DON'T ALLOW SMOKING ON THE PREMISES

WE PAY:

- FOR BUSSERS - \$4.00 PER HOUR PLUS TIP %
- FOR WAITERS - \$2.13 PER HOUR PLUS TIPS
- FOR BARTENDERS - \$2.13 AND UP PER HOUR PLUS TIPS
- FOR DISHWASHERS - \$6.50 PER HOUR AND UP TO START
- FOR COOKS - BASED ON EXPERIENCE

WE HAVE A RIGOROUS DRUG TESTING POLICY AND ANYONE THAT TESTS POSITIVE FOR DRUG USE CAN BE FIRED.

Bull's Corner
EMPLOYMENT APPLICATION

Bull's Corner, an Equal Opportunity Employer, considers applicants for all positions without regard to race, color, religion, sex, national origin, sexual orientation, citizenship status, or to the extent provided by law, age, marital status, any physical disability or any other protected class as defined by Federal, State, or Local Statutes. Bull's Corner also promotes a drug-free and smoke-free workplace.

Voluntary Consent to Pre-Employment Drug Screening:

Bull's Corner has a vital interest in maintaining safe, healthful and efficient working conditions for its employees. Using of being under the influence of drugs may pose serious safety and health risks not only for the user but his/her co-workers and the public.

By signing this Notice, the applicant understands and voluntarily agrees to submit to pre-employment drug screening. The applicant further agrees to release Bull's Corner and its directors, officers, agents, employees, parents, subsidiaries and affiliated concerns from any and all liability, claims, demands, damages, and causes of action of every kind and nature arising out of the pre-employment drug screening and any decision concerning employment made by Bull's Corner, in whole or in part, based upon the results of the pre-employment drug screen.

Any applicant who is unwilling to agree with these conditions should not apply for employment with Bull's Corner. Refusal of an applicant to agree to pre-employment drug screening at this time does not preclude an applicant from applying for employment with Bull's Corner at some future date when the applicant will agree to conform to our policies.

The drug test will be conducted a certified laboratory chosen by Bull's Corner. I hereby authorize the results of this testing to be released to Bull's Corner. This consent is subject to revocation at any time upon written notice. I understand that I may receive a copy of this consent form upon written request.

Signature _____ Date _____

Print Name _____

BULL'S CORNER WORKPLACE SUBSTANCE ABUSE AND ALCOHOL MISUSE POLICY

Effective May 15, 1997

BACKGROUND:

Bull's Corner is committed to maintaining a safe and healthy work environment and a drug and alcohol-free workplace for all employees. The provisions of this policy are intended to enhance safe conduct of operations and afford the means to attain the highest work standards.

Safety is very important at **Bull's Corner**. On-the-job impairment from the use of drugs or alcoholic beverages poses critical threats to safety and to the work environment, generally, and will not be tolerated.

The goals of maintaining safety and reaching the high standards of a drug and alcohol-free workplace are attainable through cooperation at every level and by explicitly and forcefully prohibiting the use or manufacture, distribution and possession of prohibited drugs, alcohol beverages, or drug paraphernalia, anywhere or anytime, on **Bull's Corner** property or premises.

POLICY STATEMENT:

Bull's Corner prohibits all employees from possessing, using, or being under the influence of illegal drugs or alcohol beverages at any location on **Bull's Corner** premises, the premises of clients and customers, or any location where work is being performed by a **Bull's Corner** employee. This prohibition extends to travel on **Bull's Corner** business, in private vehicles.

Additionally, all applicants and employees will be required, as a condition of employment, to submit to requested drug and/or alcohol testing. Such testing will be performed in accordance with this policy.

DRUG AND ALCOHOL TESTING:

All testing of **Bull's Corner** employees will follow closely the well established procedures and guidelines of federally mandated testing programs. These testing methods will provide employees with the greatest assurance of fairness, accuracy, integrity of tested specimen, and confidentiality of test results.

Bull's Corner may require drug and/or alcohol testing under the following circumstances:

PRE-EMPLOYMENT - Applicants may be required to submit to a drug test prior to being hired.

REASONABLE SUSPICION - Employees may be required to submit to drug and/or alcohol testing upon the recommendation of a supervisor, following the documented observation of employee behavior which may indicate drug or alcohol impairment or the violation of other prohibitions stated in this policy.

POST-ACCIDENT - Employees may be required to submit to drug and/or alcohol testing following an incident or accident deemed significant by Bull's Corner. This testing is founded upon a need to complete a successful fact-finding investigation of the incident or accident.. The request for drug or alcohol testing, under these circumstances, is not to be understood as accusatory or prejudicial toward any tested individual.

RANDOM TESTING - Bull's Corner will provide for the selection of employees for drug testing on a scientifically random basis. Random selection means that every individual of a selection pool has an equal chance with all other individuals of being randomly selected. Bull's Corner will randomly test individuals at a monthly rate not less than 5 percent (i.e. 5 percent of all employees subject to random testing).

DRUGS TO BE TESTED:

The controlled substances for which testing is conducted currently include the following drugs or classes of drugs:

- | | |
|-----------------------|---------------------|
| Amphetamines | Methadones |
| Barbiturates | Morphine |
| Cocaine Metabolites | Opiates |
| Codeine | Phencyclidine (PCP) |
| Marijuana Metabolites | |

POLICY VIOLATIONS:

Any employee found in possession of or using, manufacturing, distributing any illegal or prohibited drug or substance or alcoholic beverage will be subject to disciplinary actions up to and including termination.

Any employee who, as a result of testing, is found to have identifiable traces of a prohibited drug or substance in his or her system, regardless of the time or place in which this condition came about, will be considered in violation of this policy, and will be subject to disciplinary actions up to and including termination.

Concerning alcohol, "Under the influence" means having detectable traces of alcohol concentration of 0.04% or greater.

Any employee who refuses to comply with requested testing, or who fails to cooperate with an investigation, will be viewed as having a positive test result and will be terminated.

Employee

Date

Employment History:

Please complete this form and attach your resume if available. Use an additional application to complete your employment history if necessary. Account for all time since leaving High School, or the last seven years. Include Military Service and all periods of unemployment exceeding 30 days. Begin with the most recent experience.

May we contact your present employer? ___ Yes ___ No

Company Name: _____ Street _____ City _____ State _____

Phone (____) _____ From _____ to _____ Starting Salary _____ Final Salary _____

___ Full Time ___ Part Time Title _____ Supervisor's Name _____

Names of two co-workers: _____

Describe Job Responsibilities: _____

Reason for leaving : _____

Company Name: _____ Street _____ City _____ State _____

Phone (____) _____ From _____ to _____ Starting Salary _____ Final Salary _____

___ Full Time ___ Part Time Title _____ Supervisor's Name _____

Names of two co-workers: _____

Describe Job Responsibilities: _____

Reason for leaving : _____

Company Name: _____ Street _____ City _____ State _____

Phone (____) _____ From _____ to _____ Starting Salary _____ Final Salary _____

___ Full Time ___ Part Time Title _____ Supervisor's Name _____

Names of two co-workers: _____

Describe Job Responsibilities: _____

Reason for leaving : _____

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____ Full Time ____ Part Time Title _____ Supervisor's Name _____

Names of two co-workers: _____

Describe Job Responsibilities: _____

Reason for leaving : _____

Company Name: _____ Street _____ City _____ State _____

Phone (____) _____ From _____ to _____ Starting Salary _____ Final Salary _____

____ Full Time ____ Part Time Title _____ Supervisor's Name _____

Names of two co-workers: _____

Describe Job Responsibilities: _____

Reason for leaving : _____

Company Name: _____ Street _____ City _____ State _____

Phone (____) _____ From _____ to _____ Starting Salary _____ Final Salary _____

____ Full Time ____ Part Time Title _____ Supervisor's Name _____

Names of two co-workers: _____

Describe Job Responsibilities: _____

Reason for leaving : _____

Education and Training:

Circle the highest grade completed: 8 9 10 11 12 GED College 1 2 3 4 5 6 7

High School: _____ Graduated? ____ Yes ____ No

College/University/Technical: _____

Number of Units Completed _____ Degree, Type/Year _____

Please print the tasks/positions in which you have training and experience:

Please describe all other experience and equipment used relevant to the position applying for:

Please identify any business or professional licenses that you hold that are relevant to the position applied for:

References

Please give the names of two persons who have known you for two years or more, and whom we may contact.

Name: _____ Name: _____

Address: _____ Address: _____

Years known: ____ Phone: (____) _____ Years known: ____ Phone: (____) _____

Can you perform the essential functions of the position for which you have applied? ____ Yes ____ No

Have you ever been convicted of a felony? (A conviction record will not necessarily eliminate your candidacy for employment) _____ Yes _____ No If you answered "yes" please describe fully the criminal conviction(s), listing the nature of the offense(s), & the date(s) of the offense(s) & conviction(s):

Are you able, at the time of employment, to submit verification of your legal right to work in the U. S.?

_____ Yes _____ No

Note: If hired, by law you must complete an I-9 form required by the U. S. Immigration and Naturalization Service within your first three days of service.

Declarations and Acknowledgments:

1. I declare that all statements and answers in this application are true and complete and agree that any untrue or misleading answer, omission, concealment or failure to answer any question fully, completely and accurately will be grounds for terminating my employment, regardless of when it is discovered.
2. I authorize Bull's Corner or an agent of Bull's Corner of to investigate my references, to review my former employment record and to keep and preserve records of such investigations. Additionally, I release all parties from liability for any damage that may result from furnishing information to Bull's Corner.
3. If employed, I agree that upon termination of my employment, I will return all Bull's Corner company property and records in my possession.
4. If employed, I agree to read and comply with Bull's Corner rules, regulations and policies.
5. I understand that all employees of Bull's Corner are employees at will and, as such, are free to resign at any time without reason. Bull's Corner, likewise retains the right to terminate an employees employment at any time with or without reason or notice. Nothing contained in the Bull's Corner Employee Manual or any other document provided to the employee is intended to be, nor shall it be construed as a guarantee that employment or any benefit is to be continued for any period of time. Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons and are not intended and do not create an employment contract for any specific period of time.
6. I understand that an offer of employment with Bull's Corner may be contingent upon taking a test for the presence of illegal drugs.

Applicant Signature: _____ Date: _____