

baldinos

**GIANT
JERSEY SUBS® & SALADS**

ADVICE TO APPLICANTS

Name:

Thank you for your interest in working with us. I think you will find our approach to hospitality to be different from that of other operators in the market and we think this is the secret of our success.

Our company has several significant goals:

1. TO EARN A REPUTATION AS THE BEST EMPLOYER IN THE AREA

We will hire the most qualified people we can find. We will talk to them, listen to them, learn from them, pay them well and demand a lot from each of them. We believe that only happy and professional staff can give the level of personal service we demand.

2. TO OPERATE THE MOST SUCCESSFUL OPERATIONS IN THE MARKET

We will provide excellent service - the unique and powerful sort of personal care and attention that our guests tell their friends about. We will win the various local polls that are a measure of our position and regard in the market. We will develop loyal, repeat customers. We will maintain rigid sanitation standards.

3. TO BE A GOOD CITIZEN OF THE COMMUNITY

We will support worthy local charities with money, resources and volunteers.

4. TO MAINTAIN A PERSONAL WORKING RELATIONSHIP WITH OUR STAFF

We believe the way to achieve the kind of business environment we want is to create a two way relationship with our staff. In this atmosphere, both staff and the company can work out difficulties and make decisions together.

5. TO HAVE A GOOD TIME

We recognize that people go out to eat because they are looking for a good time, not just a good meal. We will build fun and lightness into our company in the interest of our collective mental health and peace of mind.

We are not just another foodservice company, and we are not looking for just another job applicant. This letter will give you some ideas of what to expect.

Date:

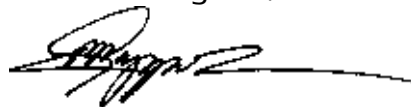
How to proceed from here:

1. Be sure to fill this application 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.
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.
3. We will verify all your references. If we cannot check your references, we cannot consider you for employment, so be sure you list valid names and phone numbers.

4. Read the final statement on the application carefully before you sign it. We will not consider unsigned applications.
5. When you have completed the application, **please leave it with the Manager.** We will call to set up an appointment for you to take a short screening test. This appointment should last no longer than 30 minutes. Be aware that what you do and how you do it are being evaluated throughout the selection process, so dress the part, be on time and show us your best. Remember the saying about first impressions!
6. Based on our observations, your test results and a review of your application, you could be notified within 5 working days (weekdays) from the date of your initial screening about the status of your application. We call as we need to fill vacancies and screen several people for one position.
7. We take staff selection very seriously. We will not take a “warm body” just to fill a vacancy quickly, so please be patient.
8. 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.
9. 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 by the advancement of your trainees.
10. 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. We do not keep secrets from each other or ignore unproductive behavior.
11. Our success comes from delighting our guests and earning their regular patronage. Everything in our company is focused on achieving this goal. 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.”

Thank you again for your interest and your time. We wish you all the best luck in the future, whatever direction your career may take you.

With best regards,



Peter B. Pappas
Vice-President of Operations