

Dear Applicant:

Welcome to Santa Fe Cattle Company . Prior to completing this application for employment, please understand that we are serious about creating a productive working environment for our Ranch Hands and maintaining the highest levels of quality, service and attention for our guests. (We call it Guest Indulgence.)

We want you to understand that we also believe in truly living The HEART of SANTA FE.

The heart of Santa Fe is our passion for taking care of people. This passion comes from the genuine hospitality we have in our hearts. If we take care of our people, Santa Fe will take care of itself. This belief is the source of our actions, what we stand for, and how we achieve success...growth in sales and profits. We are passionate about the development and care of our team members. Our atmosphere is open and inviting with a spirit that is fun. This passion is the heart and soul of our company and is reflected in the promises that we keep to all of our people---Our Team, Our Guests, Our Purveyors, Our managers and Our Partners—and our principles that guide our behavior:

Our Personal Principles

- Guest indulgence—is delighting Our Guest one at a time. It is a warm welcome at the door, familiar surroundings, freedom to relax and an intense desire to please. It is doing everything we can do to indulge you –your way. It is having the pace of service dictated by the Guest—from a quick meal at lunch, a family dinner, to a relaxing evening with friends. It is the servers wanting to please, the kitchen wanting perfection and together totally focusing on exceeding the guests expectations with a “yes” attitude.
- Hospitality--is being warmly welcoming, inclusive, kind, generous and seeing to the comfort and well being of all of Our People. It is sincerely saying please and thank you. It is giving for the sake of giving not for the sake of gaining.
- Excellence- We show our passion for our results every day. It is embracing our standards, executing perfectly, paying close attention to all details and attending to them, giving your best of yourself, and welcoming the challenge to change, improve, and grow. It is having a “do it now” attitude.
- Trust-- We keep our promises. Our word and our follow through are the most precious things we own. It is the foundation of our integrity and it makes everything else possible.
- Purpose-- Allowing our culture to guide our behavior. It is learning from yesterday, doing our best today and making tomorrow better for our Santa Fe guest and Our Team Members. We never stop developing ourselves or our team members.
- Respect-- We put the dignity of people first. We treat everyone with Courtesy, Honesty, and Respect. We are kind with people, but tough on results. It is sincerely saying please and thank you, and being kind and generous.
- Quality—It is giving our best in all situations. It is having a purpose and always working to improve. Building pride into everything that we do, constantly meeting all standards and having a commitment to real, fresh fun food, service and atmosphere.
- Courage—being strong in difficult moments and honoring our principles. Meeting our standards with absolute discipline while having a “do whatever it takes attitude” approach to our guests. Embracing change, accepting the challenges we face in operations and always doing the right thing. Never turning our head to a standard or straying from our total commitment when it comes to our quality.
- Fun-- We always work to keep the Santa Fe experience fresh for our people. We recognize having a sense of humor about ourselves, sharing a zest for life, and celebrating the success of others every chance we get.

If this feels like an environment for you, please complete this application.

Santa Fe Cattle Company - 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 ****

Applicant Information

Last Name		First Name		Middle Initial	Todays Date:	
Street/P.O. Box		Apt #		City	State	Zip Code
Day Phone		Evening Phone			Expected Hourly Rate	
Do you have reliable transportation to and from work: Yes _____ No _____		Are you applying for full-time or part time?			How many hours per week do you want to work? Minimum _____ Maximum _____	
Position applying for:				What is the minimum amount you need to earn? \$ _____/Week \$ _____/Month		

Are you of legal age to serve alcohol? _____

If hired, will you be able to provide proof of your legal right to work in the United States? _____

Have you been convicted of a felony that has not been annulled, expunged or sealed by the court?

Yes No If yes, state the nature of the offense and disposition of the case. Include dates and places.
(NOTE: The existence of a criminal record does not constitute an automatic bar to employment.)

Employment Information

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

List times you are not available to work? _____

Are you willing to work overtime? _____ Weekends? _____ Holidays? _____

Are you currently employed? _____ If hired, when would you be able to start? _____

Have you ever worked for this organization before? _____ If yes, name used: _____

List any friends or relatives employed by this company: _____

How many jobs have you had in the last year? _____

What were the circumstances for leaving each job? _____

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: _____

May we contact the employers listed above? _____ If not, list the employers you do not wish us to contact and why:

Authorizations & At-Will Employment Agreement

(please read carefully, then sign and date below)

I certify that I have personally completed this application. I declare that the information provided in this employment application is true and complete and I understand that any false information or significant omissions may disqualify me from further consideration for employment and may be justification for my dismissal from employment if discovered at a later date. I agree to immediately notify this company if I should be convicted of a crime while my job application is pending or during my employment, if hired.

I authorize this company to make an investigation of all information contained in this employment application and I release from liability all companies and corporations supplying such information. I understand any false answers, statements, or implications made by me on this application or other required documents shall be considered sufficient cause for denial of employment or discharge.

I specifically authorize and direct my current and former employers to supply employment-related information to this company and do hereby release my current and former employers from liability for providing information to this company.

Upon termination of my employment for whatever reason, I release this company from all liability for supplying any information concerning my employment to any potential employer.

AT-WILL EMPLOYMENT AGREEMENT

I understand and agree that nothing contained in this application, or conveyed during any interview is intended to create an employment contract between the company and me. In addition, I understand and agree that if you employ me, in consideration of my employment, my employment and compensation will be at-will, for no definite period of time, and may be terminated at any time, for any reason, or for no reason at all. I understand that only the company's President is authorized to change the employment-at-will status and such a change can only be done in writing. I have read, understand, and agree to the above.

Signature _____ Date _____

Name (please print) _____

STEAKS · RIBS · FAJITAS