



EMPLOYMENT APPLICATION INFORMATION

Thank you for inquiring about employment with Scoreboard Pubs, Inc. After reading all of the enclosed information, please feel free to fill out the application should you decide to apply. Employment with Scoreboard Pub is very demanding and requires one to learn or acquire skills in several areas of food and beverage service. The average length of stay for a Scoreboard Pub staff member is well over 5 years and, because of this, the proving ground is very challenging. The benefits and compensation, however, can be rewarding compared to other hospitality industry employment.

JOB DESCRIPTION

Staff members at the Scoreboard Pub generally do not have an administrator on duty. We are a "staff managed" shop. Certainly there are critical times for decision making and those decisions usually will fall upon the most senior member of the staff on duty. We share all duties and are cross-trained in all areas including beverage preparation, table service and food service and preparation.

Staff members handle all job related tasks and rotate job assignments. Our basic task areas are bartending, floor service, food preparation and, at times, custodial duties. Training in these areas requires patience and an aptitude to be thorough. In addition, all staff members take part in operational procedures that range from accounts receivable, promotions, events, inventory control, planning, etc.

EMPLOYMENT BENEFITS

1. Reasonably flexible scheduling
2. One meal per shift
3. Dental and medical (co-pay, waiting period required)
4. Gratuity pool (handled by staff only)
5. Paid vacation
6. Self funded tax deductible retirement investment option

1200 South 324th Federal Way. Washington 98003
253-839-4791 ScoreboardPub@msn.com fax 253-839-7437

TRAINING PROCEDURE

Staff members begin training on the floor as a server. Once patron service training is completed kitchen training begins. Once kitchen training is completed, training as a bartender begins. During each training phase, the new staff member's progress is assessed and the new staff member will either move on to the next training phase or be dismissed.

COMPENSATION

Following training, the Scoreboard pays a wage above the level of industry standard with cost of living raises every two years. Scoreboard offers a dental/medical package of which the employer pays 50% of the staff member's premium while paid vacation is part of the benefit package as well. In addition, gratuities are split by those working a shift at the end of each shift. The staff controls labor by letting people off working during slower periods of business therefore keeping the overall average wage (hourly plus gratuities) at a constant and generally higher level of compensation. The cross training in all three service departments (table service, food preparation and bartending) allow for the side money to remain constant and does not require servers to "tip out" anyone but themselves. New hires are generally "tipped out" until floor training is completed which will not take longer than two weeks. Cross training also allows for more flexible time off.

SUMMARY

Employment with Scoreboard Pubs, Inc., can be fun, accommodating, and financially rewarding for the right person. It can be boring and low paying for the wrong person. *Our standards require that staff members be willing to learn, be punctual, be self motivated and be professional at all times.* Employment at the Scoreboard is very demanding and we do more with fewer people than most other restaurants would ever attempt to do because we feel that our staff members are the most capable staff members in the industry. Working for a small business like the Scoreboard is not for everyone so please only apply if you are capable of handling the daily challenges that you will be confronted with as explained herein. If you have eyes to work only as a server this is not a shop that will suit your employment needs. However, if you are up to the challenge and acquire the initiative to join a select group of hospitality industry staff members who work as a team and control all facets of this restaurant, by all means please complete and return the enclosed application.

Respectfully,

Scoreboard Pub Staff & Ownership

1200 South 324th Federal Way, Washington 98003
253-839-4791 ScoreboardPub@msn.com fax 253-839-7437