



About Our Company

KT's is looking for people who have a genuine desire to please others, are honest and know how to work hard. We are a small restaurant and require people who are willing and able to play all our positions, from enthusiastically serving BBQ to 200 guests at lunch, to prepping for the next rush, to the clean-up of washing dishes and floors. This is hard work and you will have to maintain a high energy level and positive, outgoing attitude to make it here.

KT's is open from 11:00 a.m. to 8:00 p.m. Monday through Saturday, and is closed on Sundays. Shifts range from four to eight hours beginning as early as 8:00 a.m. and ending between 8:30 and 9:00 p.m. The job requires the ability to lift and carry boxes weighing approximately 60 to 70 pounds. If you are hired at KT's, we will spend the time to thoroughly teach you about our company and its values, and train you in the knowledge and skills to expertly do your job. We'll pay you a premium wage, plus tips and meals, and give you the ability and opportunity to advance as we open more restaurants.

If working here sounds good to you, we encourage you to fill out this application (both sides) and turn it in to a manager.

If you are called for an interview here are some tips on what impresses us. Be five minutes early. Look like you've taken the time to make yourself look nice. Smile often, maintain eye contact, be outgoing, and use "please" and "thank you" as if you've used them your whole life. Be prepared to freely talk about yourself and your life experiences.

Be ready to tell us why you want to work for KT's, and what attitudes, skills or interests you have that would make you successful here. You could even put these things in a short letter. Bring along a typed sheet of past jobs or activities including names and phone numbers of people we may call as references. In short, show us how interested and well-suited you are to work here.



KT's Job Descriptions – 2007

Crew Member

The job: Simple! Work hard, make BBQ, serve guests and clean up.

What you gotta have: Every day, be on time, ready to learn and to work, have a positive attitude and a genuine desire to please others.

Pay: \$6.50-\$7.25 per hour + tips

Schedule: 15-30 hours/week

Key Crew Member

We will promote internally or hire internal candidates for this position.

The job: Being the best and a model for others, in appearance and attitude, at prep, guest service, opening and/or closing duties and clean-up.

What you gotta have: In addition to that positive attitude and desire to please others, 100% dependability (in attendance and performance), loads of hustle (does 1-1/2 times the work of a Crew Member during a shift), expertise in prep, menu knowledge, guest service skills, ability to field catering calls and perform opening and/or closing duties. See what needs to be done and do it without fuss or need for attention.

Pay: \$7.50 -\$8.50 per hour + tips

Schedule: 20-30 hours/week

Shift Manager

We will promote internally only for this position.

The job: Being in charge of running shifts. Leading other people to efficiently get the work of the shift done, prepping food, serving guests and cleaning up, all according to KT's beliefs and standards. Being in charge of opening and/or closing the restaurant and doing the daily bookwork. Being a secondary trainer of new crew.

What you gotta have: Plenty. Not only are you dependable and an expert in all the routine daily jobs and tasks and have that positive, please-others attitude, but you are able to combine these skills to lead and delegate to others by working the hardest, and supporting and encouraging your crew in their jobs. You must make a commitment to this company and buy into our beliefs and goals 100%. Personality traits: honest, quick learner, enthusiastic and self-confident.

Pay: \$9.00 -\$10.50 per hour + tips

Schedule: 25-35 hours/week

Key Manager

We will promote internally only for this position.

The job: Being in charge of daily restaurant operations, including running shifts, food ordering, scheduling, weekly bookwork and reports, and meeting with shift managers and multi-store managers. Co-interview, select and train new crew with multi-store managers, and do "fitness" training with the veteran crew to develop and maintain their knowledge and skill levels.

What you gotta have: In addition to all that stuff you gotta have as a Shift Manager (above), you gotta be disciplined, well organized and have good time management skills. You need to be fully committed to this job and our company for the next several years. You need to be able to hold others to account in their performance and attitude in a positive way. You need to be capable of and enjoy teaching and developing others.

Pay: \$11.00 -\$14.00 per hour + tips

Schedule: 30-40 hours/week

JOB APPLICATION



Please answer all questions on all pages.

Your name _____ Today's date _____

Your address _____

Your phone number _____

When's the best time to call? _____

1) Have you ever eaten at KT's? What did you experience that makes you want to work here?

2) Tell us about your past or current involvement in sports, music, dance, theater or other important interests to you.

3) What talents, attitudes and/or efforts of yours have made you successful in these activities?

4) List the company and job position experiences you've had in the last two years.

5) Please solve as many of the following problems as you can.

$\frac{1}{5}$ as a percent =	$72 \div 8 =$	$5y+3=23$ $y =$
# Pints in a Quart =	Ounces in $1\frac{1}{4}$ pounds =	$12 \times 9 =$
$\frac{1}{3}$ of 24 =	$7 \div 3 =$	7% of \$20 =

JOB APPLICATION



Please answer all questions on all pages.

6) How would you handle the following situation: You're in the middle of helping a customer when the phone rings, the timer for the brownies goes off, and an impatient Pepsi delivery guy asks for a check for the third time.

7) At what time do you regularly get up each day? Why?

8) If you could have any job in the world, what would it be?

9) What is the greatest accomplishment in your life so far, the one that's taken the most effort and determination?

11) What kinds of people irritate you the most?

11) What does being on time and ready to work mean to you?

12) What problems do you feel are caused when you or someone else is late?

JOB APPLICATION



Please answer all questions on all pages.

13) Describe your personality. How do you see yourself?

14) What motivates you to help other people?

15) What would it take from us to earn your loyalty and commitment to our company and its objectives?

16) In eight (8) words or less, tell us why we would be foolish not to interview you?

17) How many hours per week are you interested in working and what scheduling requirements or other commitments do you have?

Your Signature _____

Thank you for taking the time to fill out this application. Please keep the "About Our Company" page, then return the remaining pages to a KT's manager. We will review your application and may call to set up an interview.