

10-04-06

Western Restaurants, Inc. and Affiliated Companies Employment Application



VARIOUS FEDERAL, STATE AND LOCAL LAWS PROHIBIT DISCRIMINATION BASED ON RACE, COLOR, SEX, RELIGION, NATIONAL ORIGIN, ANCESTRY, AGE, DISABILITY OR MARITAL STATUS. WENDY'S IS AN EQUAL OPPORTUNITY EMPLOYER AND YOUR RESPONSE TO ANY QUESTION WILL NOT BE USED AS A BASIS FOR DISCRIMINATION, BUT WILL BE JUDGED ON ITS RELEVANCE TO THE POSITION YOU ARE SEEKING.

Personal Information

Date of application / /

| | | | | | | | | | | | |
|---|---------|---|---------------------|--|------|----------------------|------|-----|-----|-----|--|
| Name (Last) | (First) | (Middle) | Social Security No. | | | | | | | | |
| Home Address | | City | State | Zip | | | | | | | |
| Home Telephone () | | Business Telephone () | | May we contact you at work? <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | | | | |
| Position Applying For: _____ | | Days and hours available. Complete if applying for restaurant position. | Day | Mon | Tues | Wed | Thur | Fri | Sat | Sun | |
| Date Available: _____ Are you interested in (check all that apply): <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Temporary <input type="checkbox"/> Summer | | | From | | | | | | | | |
| | | | To | | | | | | | | |
| Are you willing to relocate? <input type="checkbox"/> Yes <input type="checkbox"/> No | | If you are under 18 years of age, please state your date of birth _____ | | Are you willing to travel? <input type="checkbox"/> Yes <input type="checkbox"/> No | | What percent _____ % | | | | | |
| How were you referred to Wendy's? _____ | | | | | | | | | | | |

Education

| Type of School | Name and Location of School | | | Degree/Area of Study | Number of Years Attended | Graduated (Check One) | |
|-----------------|-----------------------------|---------|-----|----------------------|--------------------------|--------------------------|--------------------------|
| High School | Name | Address | | | | Yes | No |
| | City | State | Zip | | | <input type="checkbox"/> | <input type="checkbox"/> |
| College | Name | Address | | | | Yes | No |
| | City | State | Zip | | | <input type="checkbox"/> | <input type="checkbox"/> |
| Graduate School | Name | Address | | | | Yes | No |
| | City | State | Zip | | | <input type="checkbox"/> | <input type="checkbox"/> |
| Other | Name | Address | | | | Yes | No |
| | City | State | Zip | | | <input type="checkbox"/> | <input type="checkbox"/> |

U. S. Military Service

| Branch of Service | Technical Specialization | Rank Attained |
|-------------------|--------------------------|---------------|
| | | |

Special Skills

| | | | |
|---------------------------|--|-----------------------------|--------------------------------------|
| Typing Speed _____ wpm | Shorthand or Speedwriting _____ wpm | CRT _____ (Strokes/Hour) | PC Software/Other Equipment _____ |
|---------------------------|--|-----------------------------|--------------------------------------|

Legal

Are you a U.S. citizen or do you have a legal right & necessary documents to work in the U.S.? Yes No
(Identity and employment eligibility of all new hires will be verified as required by the Immigration Reform and Control Act of 1986.)

Were you ever discharged by any company? Yes No. If yes, give name of company(ies) _____

Reason for discharge _____

*Have you ever been convicted of a crime other than a minor traffic violation? The existence of a criminal record will not automatically disqualify you from the job for which you are applying. Yes No. If yes, please explain offense and final disposition: _____

*State of Illinois Applicants: You are not required to disclose any sealed or expunged records of convictions or arrests within the meaning of the Illinois Criminal Identification Act.

Employment History

List employment starting with your most recent position. Account for any time during this period that you were unemployed by stating the nature of your activities. *May we contact your present employer?* Yes No *Past employer?* Yes No Please indicate if you were employed under a different name.

| DATES | NAME AND ADDRESS OF EMPLOYER | POSITION HELD AND SUPERVISOR | LIST MAJOR DUTIES | SALARY or WAGES | REASON FOR LEAVING |
|--------------------|------------------------------|------------------------------|-------------------|-----------------|--------------------|
| From: / mo. yr. | Name | Your Job Title | | Starting | |
| To: / mo. yr. | Address City State | Supervisor | | Final | |
| | Phone () | | | | |
| From: / mo. yr. | Name | Your Job Title | | Starting | |
| To: / mo. yr. | Address City State | Supervisor | | Final | |
| | Phone () | | | | |
| From: / mo. yr. | Name | Your Job Title | | Starting | |
| To: / mo. yr. | Address City State | Supervisor | | Final | |
| | Phone () | | | | |
| From: / mo. yr. | Name | Your Job Title | | Starting | |
| To: / mo. yr. | Address City State | Supervisor | | Final | |
| | Phone () | | | | |

Have you previously worked for Western Restaurants, Inc. or any of its affiliated companies or Wendy's International, Inc? Yes No

Name _____ Location _____

City & State _____ Position Held _____

Supervisor _____ Dates Employed: From _____ To _____

Reason for leaving _____

References

Business references: (do not list relatives) (please indicate if you were employed under a different name)

| Name | Address | Work Phone # | Title | Years known |
|------|---------|--------------|-------|-------------|
| | | () | | |
| | | () | | |
| | | () | | |

Please read carefully

I understand that, with my authorization, an investigation may be made whereby information is obtained regarding my character, previous employment, general reputation, educational background, credit record and/or criminal history.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in immediate dismissal. I understand, also, that I am required to abide by all rules and regulations of Western Restaurants, Inc. and affiliated companies.

I understand and agree that if employed, the employment will be "at will". That is, either I or Wendy's may end the employment relationship at any time, for any reason, or for no reason. I understand that receipt of this application by Wendy's does not imply employment and that this application and/or any other Wendy's documents are not contracts of employment.

I understand that the Company has mediation and arbitration programs to resolve employment related disputes. I agree that the exclusive procedure to resolve any such disputes shall be through the Company's mediation and arbitration programs, and that arbitration proceedings shall be governed by the federal Arbitration Act, conducted by a neutral arbitrator under the American Arbitration Association's "National Rules for the Resolution of Employment Disputes". I understand that I am relinquishing the right to file a civil suit based on any and all claims, disputes or controversies, arising out of or relating to my application, employment or cessation of employment by the Company.

I understand that any offer of employment is contingent upon my submission to, and passing, a drug test. I further understand that as a condition of my continued employment, I may, from time to time, be required to submit to additional drug testing including after a work place accident.

APPLICANT'S SIGNATURE: _____ DATE SIGNED: _____