



Employer Information

Employer name: Boddie Noell Enterprises
Type of business: Fast Food
Job location: Hardees Chester
City: Chester
State: VA
Zip: 23831
Website: www.bneinc.com

Why choose us?

Boddie-Noell has been an integral part of the Hardee's restaurant business since the chain began. We opened one of the very first Hardee's in 1962, and today are the largest of the restaurant's franchisees with just under 350 restaurants in four states.

There are many different restaurants/businesses, so you will be working in one of the Hardee's locations. Hardee's is considered fast food; however, Boddie Noell is known for taking it a step above.

Some stores are open 24-hours and other stores require first shift employees to come in between 4am and 5am each morning. There is a possibility that you may be assigned to a overnight shift or the early morning shift there is no guarantee of what shift you will work. It may be possible that you are required to come in during the afternoon and work until 10pm or 11pm at night as well. The shift will be based solely on the needs of the restaurant and is subject to change.

This job is hard work; you may learn and be required to perform any combination of duties in the restaurant. If you have back problems this is not a good job for you.

Boddie Noell has started providing housing for all of their students. The types of housing will vary from apartment, condo, townhouse, or house; on a rare occasion you may have a hotel or mobile home. All housing is mandatory (excluding hotel) and goes hand and hand with the job, no exceptions! Everyone must pay a \$100.00 security deposit of which \$25.00 is non-refundable. The deposit is due in full at time of arrival - no excuses!

Most of the managers and/or district managers try to plan at least one type of fun event for the students each season. They do care about their students and love the Work and Travel Program.

If you would like to see what a Hardee's looks like and look at their menu you may go to www.hardees.com

Position

Job title: Restaurant Worker - Chester
Job description and required skills: Students will be trained in one or more areas to make you more versatile and will be scheduled according to the needs of the location. Jobs include but not limited to: cashiering, handling money, working drive thru, delivering food to tables, bagging food, cooking, food prep work cleaning.
English level required: intermediate
Hourly wage (before taxes): \$7.25
Position ID: 17060



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Position Information

Tips:	no
Bonus:	no
Estimated hours per day:	7
Number of days per week:	5
Possibility of students getting more than estimated hours:	yes
If so, is overtime paid at the rate of 1.5 hourly, after 40 hours of work per week?	no
Earliest start date:	03/15/2012
Latest start date:	03/20/2012
Earliest end date:	06/20/2012
Latest end date:	06/20/2012
Is the employer willing to hire couples?	yes
Is the employer willing to hire group of friends?	yes
Are meals included?	yes
Meals details (discount, cost, # of meals):	Meal plans vary per location 1 discounted meal avail each work day(does not apply for winery)
Is a drug test required?	no
Is Skype interview required?	yes
Do students complete an additional application upon arrival?	yes
Possibility to find a second job in the area	yes
Additional comments regarding second job:	Second jobs are hard to come by, but not impossible to find.
How soon after arrival will participants begin working?	Within 3 days.
Specific instructions for arrival to employer:	You may arrive any day of the week between 9am-6pm. If you confirm your arrival information with the employer at least 14 days in advance, the employer will try to have someone meet you at the closest bus station or airport to your assigned location.
Is training required?	yes
Conditions of training:	Training is paid at regular wage. The length of training varies on how many positions you are trained in, as well as how long it takes you to learn to perform your duties at or above a satisfactory level. You are not guaranteed at least 35 hours per week the first 2 weeks. After the first 2 weeks you will be guaranteed the hours as long as you are able to work independently and productively at or above a satisfactory level on at least 1 duty station that you have been trained on.



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Is there possibility to change positions?	yes
Are students required to wear a uniform?	yes
Does employer provide uniform?	yes
Cost of uniform:	0
Is uniform refundable?	no
Do students need to purchase specific clothes or footwear?	yes
If so, details for clothing:	Black (not jeans); solid black, non-slip, close-toed shoes are required. Conservative hair and appearance required. No facial piercings including tongue rings allowed while working. (Except for 1 stud earring in each ear.) Hardee's will provide shirt, name tag and hat.
Additional information:	<p>-The chance to change positions will depend on your work performance, flexibility, and overall attitude, as well as the needs of the business at the time.</p> <p>-Some stores are open 24-hours and all other stores require first shift employees to come in between 4 and 5am each morning. There is a possibility that you may be assigned to a overnight shift or the early morning shift; there is no guarantee of what shift you will work. It may be possible that you are required to come in during the afternoon and work until 10 or 11pm.</p> <p>-The shift will be based solely on the needs of the restaurant and is subject to change.</p> <p>-The first 2 weeks during your training you are not guaranteed to be scheduled 35 hours. After 2 weeks of training as long as you are able to be productive at or above a satisfactory level in at least 1 position that you are trained in you will be guaranteed at 35 hours a week. (If you are scheduled 35 hours you should end up actually working 32-32.5 hours as you are required to take a 30 minute unpaid break during each shift).</p>

Housing Information

City:	Chester
Housing assisted by:	Employer
Is student required to sign a separate housing contract?	yes
If so, contract details:	Student must enter into a housing contract for the duration of their stay.
Type of housing:	Apartment
Number of people to a room:	4
Bedrooms:	3
Bath:	2
Estimated cost of housing per week:	\$90 per person
Is housing cost deducted from paycheck?	yes
Is housing deposit required?	yes
Deposit amount:	\$100.00 pp
Housing deposit due date:	Arrival
Instructions for deposit payment:	Deposit due on arrival.
Is housing deposit refundable?	yes
Conditions for deposit refund:	No damage, leaving on good terms at the end of your contract. \$25 for your security deposit is non-refundable and is used for linen replacements.
Utilities included:	yes



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Gas, Electric, Water. No smoking is not allowed in the housing at any time.No exceptions.

included

Utilities estimated cost per month:



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Is the housing mandatory?	yes
Can students find alternative housing during their stay?	no
Method of transportation from housing to work site:	Walking
Transportation details:	Within walking distance to work.
Additional housing features:	Cable, internet, pool, fitness center, full kitchen with stove, microwave, dishwasher, garbage disposal, refrigerator with ice maker, washer & dryer. This housing is modestly furnished. If there are items you would like to add in the housing, you must purchase them.
Location of work site best described as:	Suburban
Location details:	Chester is a housing community located 15.6 miles from Richmond, VA. The original "downtown" was a stop on the Richmond & Petersburg Railroad. The Chester Station was the scene of a battle during the American Civil War. Richmond is the capital of Virginia. As of 2006, the city's estimated population is 192,913, with a metro area population of approx. 1.2 million.
Average daily temperature:	85 F and up; humid
Community or regional website:	www.chestervirginia.com
Nearest cities:	Richmond, VA
Distance to nearest cities:	15.6 miles
What to wear:	Summer clothes (No G-string or thong bikinis allowed).
Available public transportation:	Limited
Public transportation access:	Limited
Accessible amenities (by walking or public transportation):	
Food market:	yes
Shopping mall:	yes
Post office:	yes
Bank:	yes
Movie theater:	yes
Restaurants:	yes
Fitness center:	no
Laundry:	yes
Internet café:	no
Public library:	yes



Suggested Travel Information

Nearest international airport:	Richmond International Airport (RIC)
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Transportation from airport to employer and / or housing:	Bus or taxi (17 miles)
Nearest bus station (to the airport):	Greyhound
Bus information (web site):	www.greyhound.com
Nearest train information (to the airport):	Amtrak
Train information (web site):	www.amtrak.com
If participant arrives after hours suggested, overnight accomodation:	www.hostels.com
Cost per night:	\$15-\$30
Transportation to overnight accomodation:	Taxi
Transportations cost:	Varies
Specific instructions:	Please contact your District Manager by email as soon as possible to coordinate your arrival information & arrange to be picked up when you arrive. This must be done no later than two weeks before your arrival. If you do not do this, you will be responsible for getting to your employer at your expense. Also, if you arrive after hours or your employer cannot pick you up, you will have to find a motel room for the night and take a taxi to your employer; both at your expense.

Social Security Information

Does the company require students to have Social Security number before arriving to the work place?	no
Does the company provide Social Security application assistance?	yes
If so, details:	Office Address: VILLAGE AT WATERFORD; 13564 WATERFORD PLACE; MIDLOTHIAN,VA Office Phone: 800-772-1213; 804-744-0227 Office Hours: MONDAY - FRIDAY: 09:00 AM - 04:00 PM www.ssa.gov/online/ss-5.pdf Please print this form and bring it with you to the US.
Where is the closest Social Security office?	MIDLOTHIAN,VA
How far is the Social Security office from the work place?	20 miles



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