

## Job Descriptions

### *Gray Reed's Employer Handbook*

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How does Hooters™ get away with hiring all young female waitstaff? Well, the company got sued over it, but wised up afterward and created a job description that makes it a "bona fide occupational qualification". It is part of Hooters'™ business model, but don't get any ideas because it probably won't work for you.

Whether you approve of Hooters™ or not, mentioning it was the only way to make this month's topic – job descriptions – sound interesting. They are important though. And done right, they can be a time saver.

You can use a job description to set the standard for interviews of applicants and the topics to be reviewed in a performance appraisal. Of course, they are also helpful in defending decisions to exempt employees from overtime and reducing the risk of ADA claims. Take a look at this month's piece to find out more.

To download this month's edition of the Employer Handbook, [click here](#).