



Date: \_\_\_\_\_

Interviewed by: \_\_\_\_\_

Referred By: \_\_\_\_\_

Note: We put a lot of weight on how this application is filled out in making our hiring decisions. Answer all of the questions, especially the last one - if your application is incomplete you will not be hired.

**Applicant Info:**

Name: \_\_\_\_\_

Address (including town) : \_\_\_\_\_

Phone (+cell if you have one): \_\_\_\_\_

Email (only if you read it regularly): \_\_\_\_\_

School (& year of graduation): \_\_\_\_\_

Ideally, how many hours per week would you want to work? \_\_\_\_\_

If hired, how by what date could you start working? \_\_\_\_\_

If hired, any date after which you wouldn't be able to work? \_\_\_\_\_

Which of the following times will you normally be available to work (check off all that apply)?

- Afternoons after school
- School nights
- Days during school vacations
- Weekend days
- Weekend nights

Will you be available to work (check off all that apply):

- Patriot's Day Weekend
- Memorial Day Weekend
- July 4<sup>th</sup> Weekend
- Labor Day Weekend

Any other times or days during the week when you wouldn't be able to work? Please list:

\_\_\_\_\_

Do you have any planned vacations for this summer? When, if so?

\_\_\_\_\_

If under 18, are your parents aware that you're applying for this job? Yes \_\_\_ No \_\_\_

How will you get to work? \_\_\_\_\_

Do you have another job? \_\_\_\_\_

If so, what are your hours there? \_\_\_\_\_

If we don't have an opening for a regularly scheduled shift, would you be interested in coming in to train, and then being on our "on call" list? Yes \_\_\_\_\_ No \_\_\_\_\_

Any other information we should know that would affect your ability to work here?

\_\_\_\_\_

Your current favorite song? \_\_\_\_\_

Your favorite ice cream flavor? \_\_\_\_\_

Do you prefer dogs or cats? \_\_\_\_\_

A famous person you admire? \_\_\_\_\_

\_\_\_\_\_

**Our Requirements:**

We expect our team members to be courteous and friendly - every customer gets a smile and a welcome. We want our customers to feel great about their visit and our serving team is a huge part of making that happen. We expect you to treat everyone, especially your serving teammates, with professionalism and respect. We want you to have fun at work, but at the same time, we expect you to behave - we tolerate no horseplay and no harassment of any kind directed towards customers, other team members, or anyone else you come into contact with.

As much as we'd love to allow everyone the flexibility to work whenever is most convenient for them, the reality of our business is that most of our customer traffic occurs in the evenings and on the weekends, especially weekend nights. So those are the important times when we need you to be available to work so that our customers get the great service that they expect.

School responsibilities should come first, so we'll be as flexible as possible in scheduling shifts around your school or sports schedule. In return, we ask that you be flexible in understanding that if the weather is cold or rainy, your shift may be canceled.

We have a limited number of shifts available during the afternoons, but we try to schedule no more than one or two afternoon shifts per person each week, so that everyone who wants to gets a fair chance to work these less hectic shifts. A job requirement is that you be available to work every weekend during the summer (within reason: one or two missed weekends during the summer are understandable, provided you've let us know at least two weeks in advance.) If you can't commit to this, please don't apply! We've replaced team members in the past for not living up this commitment.

Our minimum scheduling requirement is that (if 16 or older) you work one weekend closing shift, one other weekend shift (day or night), and at least one other shift any time during the week or weekend. The first instance where a weekend shift is unstaffed and you've not met this minimum requirement will result in a verbal warning. On a second occurrence, we'll replace you with someone off of our waiting list, and you'll either be moved from our "regular" scheduled staff list onto our "on call" list, or you'll be let go entirely. Not showing up for an assigned shift will result in immediate loss of your job.

**I've read and understand these requirements, and I promise that I can commit to them:**

x \_\_\_\_\_

**ONE FINAL QUESTION:** Working in an ice cream shop looks like fun from the outside, but it's a lot of hard work. The customers can be demanding, it gets hot, there's a lot of pressure to fill orders quickly and correctly, you have to work when other kids are out having fun, and you have to be willing to pick up trash, clean utensils, bathrooms, floors, etc. Do you think you can handle it? Use the rest of this page to tell us why you think you will like it. (You don't have to write a long essay - just a few sentences to tell us why you feel you'll enjoy being part of our team - but we base a lot of our decision on how you answer this.)

**If you don't write anything, we will not hire you though! Really!!**

(Despite that warning, 12% of our 2010 applications had no answer here!)

Thanks for applying!