

**Artisanal Baked Goods (256) 770 - 7269**

**1702 Quintard Ave. Anniston, AL 36201 / Mailing Address: P. O. Box 545 Anniston, AL 36202-0545**

**Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other legally protected status.**

**Essential Functions:**

- Use a touch-screen POS System.
- Be respectful and willing to serve and help any customers' and co-workers' at any time.
- Use a cash register and give change accurately and consistently.
- Replenish products and supplies as needed.
- Assists in keeping lobby and workspaces neat and clean.
- Read back and double check each order for accuracy before checking a customer out.
- Know and explain ingredients in products to customers, ask for help when needed or unsure.
- Ability to use various equipment: bread slicer, coffee brewer, coffee grinder, digital scales, ovens, and gas burners.
- Positively respond to direction and feedback.
- Make eye contact and greet guests enthusiastically.
- Does whatever it takes to make the customer experience memorable and positive for the guest.
- Find ways to keep busy and productive during slow times and ask what needs to be done.
- Ability to work flexible hours, including weekends and holidays.
- ServSafe Food handlers or Managers Certification holder or willing to obtain within 30 days of employment.
- Ability to work on your feet for extended periods of time (8+ hours a day).

**The Success Patterns for this position are:**

- Can work in a fast-paced environment and adapt to change quickly.
- Experience working in customer service and/or foodservice / hospitality industry.
- Has a reputation for accepting and treating guests and co-workers with respect.
- Can follow systems that are set to guarantee product quality, consistency, and customer satisfaction.
- Has good problem solving skills.
- Has strong interpersonal skills.
- Is able to work independently and as a member of a team.
- Communicates professionally in person and on the phone.
- Can maintain high energy during the entire shift.
- Able to lift and carry up to 20lbs occasionally.
- Help think of ways to be more efficient as a company.
- Express ideas for new flavors or processes and excited to talk about ways to implement them.

**Successful Candidates will have the following Personal Characteristics:**

- Growth Mindset.
- Consistently go above and beyond expectations.
- Upbeat and genuinely enthusiastic.
- Self-motivated.
- Passionate about selling great food and giving great service.
- Regularly make customers and coworkers feel like they were the best part of your day.
- Able to have different viewpoints while maintaining respect of the views of others without heated personal attacks.
- Once a company decision is made everyone moves together as a team.

**Benefits for full time employees (32 hours or more):**

- Health Coverage Benefits (Medical / Dental / Vision)

**Applicant Information:** Please Print Carefully

First Name: \_\_\_\_\_ Middle: \_\_\_\_\_ Last: \_\_\_\_\_

Street Address: \_\_\_\_\_ Social Security Number: \_\_\_\_\_

City/State/Zip \_\_\_\_\_ Phone: \_\_\_\_\_

How did you find out about this job? \_\_\_\_\_

Why are you seeking a new job at this time? \_\_\_\_\_

If hired, do you have reliable means of transportation to get to work? Describe: \_\_\_\_\_

Are you at least 18 years old? \_\_\_\_\_ If you are under 18 years of age, can you furnish a work permit? \_\_\_\_\_

If the job requires driving: Driver’s License Number: \_\_\_\_\_ State \_\_\_\_\_ Exp. Date \_\_\_\_\_

Are you legally eligible for employment in the United States? \_\_\_\_\_ (Proof of US citizenship or immigration status is required if hired)

Have you been convicted of a crime? \_\_\_\_\_ If yes, explain: \_\_\_\_\_

Are you a veteran? \_\_\_\_\_ If yes, give dates of service: From: \_\_\_\_\_ To: \_\_\_\_\_

List any special skills training. \_\_\_\_\_

**Employment Information:**

Are you seeking Full Time \_\_\_\_\_ or Part Time \_\_\_\_\_ or Temporary Employment: \_\_\_\_\_

What hours and shifts do you prefer to work? \_\_\_\_\_

List times you are not available to work: \_\_\_\_\_

Are you willing to work Overtime \_\_\_\_\_, Weekends, \_\_\_\_\_ and/or Holidays \_\_\_\_\_

Are you currently employed? \_\_\_\_\_ If hired when would you be available to start work? \_\_\_\_\_

Have you ever been discharged or asked to resign from a position? \_\_\_\_\_ If yes, explain: \_\_\_\_\_

Have you ever been part of a team or on a team? \_\_\_\_\_ Explain: \_\_\_\_\_

Do you use tobacco products? \_\_\_\_\_ If yes, describe: \_\_\_\_\_

**Please refer to the job description above.** Are you able to perform all these tasks with or without reasonable accommodations? \_\_\_\_\_ please describe which tasks, if any, you will need accommodations to perform, and explain the type of accommodations you will need. \_\_\_\_\_

**Education:** Circle Highest Level completed

Secondary: 9 10 11 12

College: 1 2 3 4 5 6 7 8

Name of School: \_\_\_\_\_ Name of School \_\_\_\_\_

If in High School, are you enrolled in a recognized co-op program? \_\_\_\_\_ If yes, identify the program and school:

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**Work History:**

1) Company: \_\_\_\_\_ Phone Number with area code: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Date of Employment: From: \_\_\_\_\_ to: \_\_\_\_\_

Job Title: \_\_\_\_\_ Supervisor’s Name & Title: \_\_\_\_\_

Describe Duties Briefly: \_\_\_\_\_

Specific reason for leaving: \_\_\_\_\_

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2) Company: \_\_\_\_\_ Phone Number with area code: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Date of Employment: From: \_\_\_\_\_ to: \_\_\_\_\_

Job Title: \_\_\_\_\_ Supervisor’s Name & Title: \_\_\_\_\_

Describe Duties Briefly: \_\_\_\_\_

Specific reason for leaving: \_\_\_\_\_

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3) Company: \_\_\_\_\_ Phone Number with area code: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Date of Employment: From: \_\_\_\_\_ to: \_\_\_\_\_

Job Title: \_\_\_\_\_ Supervisor’s Name & Title: \_\_\_\_\_

Describe Duties Briefly: \_\_\_\_\_

Specific reason for leaving: \_\_\_\_\_

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**For references purposes:**

Have you worked for any of these organizations or attended school under a different name? \_\_\_\_\_

If yes, give name and organizations \_\_\_\_\_

May we contact the employers listed above? \_\_\_\_\_ if not, list the employers you do not want us to contact and why.

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**Authorizations and At Will Employment Agreement:**

(Please read carefully, then sign and date below:

I certify that I have personally completed this application. I declare that the information provided in this employment application is true and complete and I understand that any false information or significant omissions may disqualify me from further consideration for employment and may be justification for my dismissal from employment if discovered at a later date. I agree to immediately notify this company if I should be convicted of a crime while my job application is pending or during my employment, if hired.

I authorize this company to make an investigation of all information contained in this employment application and I release from liability all companies and corporations supplying such information. I understand any false answers, statements, or implications made by me on this application or other required documents shall be considered sufficient cause for denial of employment or discharge.

I specifically authorize and direct my current and former employers to supply employment-related information to this company and do hereby release my current and former employers from liability for providing information to this company.

Upon termination of my employment for whatever reason, I release this company from all liability for supplying any information concerning my employment to any potential employer.

I authorize this company, if applicable, to request a copy of my credit report, motor vehicle driving record, and any other investigative report deemed necessary through various third party sources. As required by law, upon request within a reasonable period of time, I will be notified as to the nature and scope of such investigations.

I hereby agree to submit to any drug tests required of me, whether prior to my employment or if employed by this company at any time thereafter. If requested, I will take a post-job offer physical examination and my employment, in the event I receive medical treatment for any condition, including a physical, psychological, emotional or psychiatric condition that is job-related, I hereby authorize the limited release and exchange of such medical information related to my condition between the treatment provider and a company-designated physician.

At-Will Employment Agreement:

I understand and agree that nothing contained in this application, or conveyed during any interview is intended to create an employment contract between the company and me. In addition, I understand and agree that if you employ me, in consideration of my employment, my employment and compensation will be at-will, for no definite period of time, and may be terminated at any time, for any reason, or for no reason at all. I understand that only the company's president is authorized to change the employment-at-will status and such a change can only be done in writing. I have read, understand, and agree to the above.

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

Name (Please Print) \_\_\_\_\_