

Education: Include all if more than one attended. You do not have to fill out the entire chart.

School Name

Years attended?

Did you graduate?

Previous Work Experience/References: Please write relevant work experiences. If you run out of experiences to write down, or haven't had any yet, fill the rest of the table with non-family references.

Note: Anyone you write down may be contacted.

Name of Company and Supervisor OR Reference	Relationship	Phone number	How long you've worked there or known them?	Job title	Primary job duties	Last wage	Reason for leaving
Jubie's Creamery Julie Domicone	Manager	937-874-5391	06/2017-Present	Team Member	Greeting customers, scooping ice cream, cleaning, POS system	\$0.00	N/A

Resume attached only if ALL above components are addressed

If hired, when could you start? _____

How many hours per week are you looking for during the summer? _____

How many hours per week are you looking for during the school year? _____

Which of the following times will you normally be available to work? Please note that you are **REQUIRED** to be available to work a minimum 30 hours per week with a mix of shifts during the weekday afternoons, weekday evenings, and some on weekends and holidays.

(Check all that apply)

Afternoons (~10AM -4PM)

Weekdays

Holidays

Evenings (~5PM-11PM)

Weekends

During school vacations

Do you have any times or days that you will be unable to work? Why? _____

Do you have any planned vacations coming up? If so, when? _____

Do you have reliable transportation to get to work? What is it? _____

Hobbies/Talents? _____

Favorite Ice Cream Flavor? _____

Have you ever visited Jubie's before? If yes, please describe your experience below.

Note: A lot of our hiring decisions will be based off your response.

What are 2 things you would do when a guest complains about an item you served them?

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What are 2 things you would do if an employee complained about the work environment?

Note: A lot of our hiring decisions will be based off your response.

Working for Jubie's will be a lot of fun but also a LOT of hard work! Customers can be demanding, team members and leads need to be supervised, tasks need to be delegated etc. Not to mention that you will consistently be on your feet for 4+ hours each shift managing the day-to-day operations of the shop. All these duties will need to be completed with a big Jubie's smile on your face 😊. But, as an employee of a new company, you will also be given rare opportunities for job growth, personal development, and higher responsibility. **Why do you think you would enjoy working at Jubie's Creamery? What qualities do you have that you think will help you thrive in this type of work environment? What type of management skills and traits do you have?** Please fully answer **all three** questions on the lines provided.

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Additional Items to Consider:

Conduct: Our Managers are incredibly important to us. They are the expert in charge of the entire operation. We expect our manager to treat EVERYONE with professionalism and respect. This includes but is not limited to customers, team members, team leads, and other managers. While we want everyone to have fun at work, Jubie's Creamery will not tolerate horseplay, negative attitudes, harassment, or bullying of any kind. Failing to comply to our team member policies could result in consequences and ultimately termination.

Uniforms: Our guests have the right to expect our employees to always present a clean and neat appearance. Our goal is to accurately portray our brand in everything we do, including our dress code. Required uniform components include:

1. Jubie's provided hat with hair neatly pulled back out of your face. (if applicable)
2. Jubie's provided t-shirt. (Additional shirts can be purchased if desired)
3. Jubie's provided full apron.
4. Jubie's provided name tag.
5. Khaki style pants or capris. Must be clean, wrinkle-free, without holes, rips, or stains. NO shorts.
6. Tennis shoes that are clean and free of any rips or holes.

Uniform components that are NOT permitted due to Ohio Health and Jubie's Creamery regulations include:

1. Rings (except for a plain band ring)
2. Bracelets
3. Watches
4. Chipped nail polish or false nails
5. Dangle earrings
6. Stud earrings smaller than 1/4" in diameter OR too heavy that they increase the chance of falling out
7. Any other facial piercing besides nose
8. Inappropriate or offensive tattoos
9. Loose hair accessories
10. False eyelashes
11. Necklaces are permitted ONLY if they are kept tucked in your t-shirt at all times

Scheduling: Jubie's Creamery will put forth its best efforts to be as flexible as possible when scheduling.

While we realize the importance of work-life balance, the reality of the business is that most of our customer traffic occurs in the evenings and on weekends—especially during weekend nights and summer holidays. It is vital for Jubie's to offer exceptional customer service during all business hours, but these times are especially important. If Managers are flexible in understanding the importance of being on shift during the some of these busy times, Jubie's creamery will remain as flexible as possible around shift preferences and vacation. Please keep in mind:

1. You must be available to work some evening and weekend shifts including important ice cream events & holidays.
2. You must be available to work some behind the line shifts acting as the Team Lead on duty especially during times when no one else can work.
3. You will be given 40 hours of paid time off and the flexibility to work around your activities, appointments, etc. if they are within reason, approved by upper-level management, and all Manager Duties according to the calendar are completed and covered.
4. You must be willing and able to commit to the hours that you indicated you are willing to work
5. You must consistently maintain a positive attendance record by reporting for assigned shifts at least 10 minutes early, finding replacements for scheduled shifts within the required time frame, requesting for time off within the required time frame, and having a 0% no call/no show record.
6. While we will try our best to comply, we cannot guarantee that you will always be scheduled during your most preferred times

Applicant Agreement

- I have read and understand the above requirements. By signing the document below, I am promising to commit to them to the best of my ability.
- I certify that all the statements made by me on this application for employment are true, correct, and complete to the best of my ability.
- I understand that false statements on this application may be cause for dismissal without notice.
- I agree that all former employers/references may furnish Jubie's Creamery with information regarding record of my service, character, and reason for leaving.
- I release all employers/references from all liability for providing such information.
- To be qualified for employment for Jubie's, all persons seeking employment may be required to pass a pre-employment background check, which can include a drug/alcohol screen.
- My employment is at the will of Jubie's Creamery, and Jubie's Creamery may terminate my employment at any time, or without cause, and with or without notice.

Print Full Name: _____

Signature: _____

Date: _____