



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. Also, if we suspect that a parent or someone other than the applicant filled out and/or submitted this application, we will not consider it.

Name: _____

Address (including town) : _____

Phone (+cell if you have one): _____

Email (only if you read it regularly): _____

School (& year of graduation): _____

Would you prefer we contact you by: Cell Phone Home Phone Text Email

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

If hired, by what date could you start working? _____

If hired, is there any date after which you wouldn't be able to work anymore?

(In other words, would you have to STOP working due to leaving for college or starting a seasonal job or sport?) _____

Please mark with an "X" the time periods when you'd normally be available to work for each season of the year - we know there will be exceptions when you can't always work these, but generally when are you available to work? **Check off all that apply.** (Note: "Weekday Afternoons" means "immediately after school", if you're a student!):

Spring Summer Fall Weekday Afternoons Weekday Nights

Weekend Afternoons Weekend Nights

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

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

How will you get to work? (E.g., do you have your own car? Do you have someone who will commit to driving you? Or do you have some other means of transportation?)

Do you have another job? Yes No If yes, where and 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

Do you know anyone who works at the Kove? If so, who?

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



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Getting to know you is important to us in helping to create a fun, team-oriented crew. Please share some fun stuff about yourself by answering the following questions:

Your current favorite song? _____
our favorite ice cream flavor? _____
Do you prefer dogs or cats? Why? _____
Your favorite phone app? Why? _____

Our Requirements: We expect our team members to be courteous, friendly, and engaging. We try to run a friendly store, and we want you to greet every customer with 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 hope you have fun at work, but at the same time, we expect you to behave. As much as we'd love to allow everyone the flexibility to work whenever is most convenient for them, 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. If you're a student, we respect your school responsibilities and want you to enjoy all aspects of your school experience, 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.

A job requirement is that you be available to work almost every weekend, especially 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. A strong work ethic is extremely important to our success. If you are scheduled to work we expect you to make every possible effort to show up on time and work your full shift. Missing an assigned shift will result in immediate loss of your job. In addition, complete honesty and trust is an absolute requirement, and any violation, no matter how small, will lead to immediate dismissal.

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

Sign Here! x _____



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ONE FINAL QUESTION: Working in an ice cream shop looks like fun from the outside, but it's a lot of hard work. 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. You have to enjoy working as part of a team. You have to be willing to pick up trash, clean utensils, bathrooms, floors, etc., and do it with a smile. 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.)

LEGAL STUFF I certify that answers given herein are true and complete to the best of my knowledge. I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time. I hereby understand and acknowledge that unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the employee may resign at any time and the employer may discharge the employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization. In the event of employment, I understand that false or misleading information given in my application, or interview(s) may result in either a decision not to hire or in discharge of my employment. I understand, also, that I am required to abide by all rules and regulations of the employer.

