



Great Harvest Bread Co.
Application for Employment

Brad & Megan Hurst, Owners
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<p>Our Mission Statement:</p> <ul style="list-style-type: none"> • Be loose and have fun • Bake phenomenal bread • Run fast to help customers • Create strong, exciting bakeries • Give generously to others 	<p>The people who make up Great Harvest are the foundation upon which the ultimate success of our business rests. Above and beyond all else, working at Great Harvest means making a serious commitment to learning about great food and great service and to helping create an exceptional workplace. If you think this is the spot you've been looking for, fill out this application COMPLETELY. If we like what we see, we'll contact you for an interview.</p>
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About You

Last Name	First Name	Middle	Nickname or Preferred Name
Email Address			
Street Address			
City		State	Zip
Home Phone	Cell Phone	Preferred Home <input type="checkbox"/> Cell <input type="checkbox"/>	Best time to contact you _____ AM/PM
Date of Birth: _____.		Are you authorized to work in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Have you ever been convicted of a criminal offence? <i>Checking yes does not automatically disqualify or keep you from consideration for employment</i> Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, please explain (use back if necessary).		We desire for all of our employees to have aptitude in each area, but which specific area are you applying for? Baker <input type="checkbox"/> Production <input type="checkbox"/> Customer Service <input type="checkbox"/>	
Are you applying for: Full time <input type="checkbox"/> Part time <input type="checkbox"/> Temp		What is the rate of hourly pay desired?	

Education

What is the highest grade of school/college you have completed?	<u>High School</u> Graduate <input type="checkbox"/> 11 <input type="checkbox"/> 10 <input type="checkbox"/>	9 <input type="checkbox"/> Less than 9 <input type="checkbox"/>	<u>College</u> Graduate <input type="checkbox"/> 3 years <input type="checkbox"/> 2 years <input type="checkbox"/> 1 year <input type="checkbox"/>
Current or most recent school			

Employment History

Employer Name			
Number of Hours Worked per week		Why did you leave or why do you want to leave?	
What did you do at this job that would make you qualified for a job at Great Harvest?			
Dates of Employment		May we contact this employer?	Yes <input type="checkbox"/> No <input type="checkbox"/> Ask for: _____
Employer Name			
Number of Hours Worked per week		Why did you leave or why do you want to leave?	
What did you do at this job that would make you qualified for a job at Great Harvest?			
Dates of Employment		May we contact this employer?	Yes <input type="checkbox"/> No <input type="checkbox"/> Ask for: _____

Availability

We are busiest around the holidays. You must be available the week before Thanksgiving and the week before Christmas and Easter weekend. Are you available during these times? Yes No

We have shifts that start early (3-4 AM) for some production roles and shifts that go into the evening (7-8pm). What days and hours are you available (don't say you are available at 3 AM unless you really are willing to work then!).

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Start						
End						

What is the minimum number of hours per week that you need?

References

Give us a couple of people who can vouch for how great you are. Don't put down your relatives – we assume they will have good things to say. Previous employers, teachers, co-workers, or former Presidents are great! Give us at least two. Three is even better. These don't have to be local, just great references!

Name:	Relationship:
Company (if applicable):	Phone:
Address:	E-mail
Title:	
Name:	Relationship:
Company (if applicable):	Phone:
Address:	E-mail
Title:	

The Hard Questions (feel free to use back or additional paper)

Why do you want to work at Great Harvest? If you were referred by someone else, who?

Part of our mission is to Be Loose and Have Fun. What does that mean to you? How do you have fun?

Great Harvest Bread Company is a service-oriented business. What does great service mean to you? Tell us a time when you think you had great service.

What special interests, experiences, hobbies or skills (not necessarily job related) ?

More Stuff About You

Can You:

- Work Weekends: Yes No
- Occasionally Lift 60 pounds? Yes No
- Regularly lift 10 pounds? Yes No
- Regularly bend down? Yes No
- Hear well? Yes No
- See well? Yes No
- Stand or walk for long periods of time (6-8 hours)? Yes No

Have You

- Ever used a cash register? Yes No
- Ever interacted with the public/customers? Yes No
- Worked at another Great Harvest Bread Company?
o If yes, where? Yes No
- Ever worked in a bakery? Yes No
- Is there anything we could do to accommodate you so you could perform all of the required job duties?

Rate yourself in the following areas - be honest! No one is a "10" in everything.
1 being weak, 10 being strong

Organizational Skills: _____

Interpersonal Skills (works well with others): _____

Creative Thinking: _____

Technical Skills: _____

Analytical Thinking: _____

Time Management Skills: _____

Attention to Detail: _____

Problem Solving Skills: _____

What have you done in the last year to improve the weakest of the above skills?

Basic Math & measures Test

Please answer all questions to the best of your ability. Incorrect answers will not automatically disqualify you from consideration of employment.

1) If the total for a customer is \$7.35 and the customer gives you \$20, how much change will you give them?
a. \$13.65 b. \$11.75 c. \$12.65 d. \$13.68

2) 3 feet 6 inches + 4 feet 2 inches =

4 feet 8 inches + 6 feet 5 inches =

3) 5 gallons 3 quarts + 4 gallons 2 quarts =

4) 45 minutes after 7:25 is what time?

5) Perform the indicated operations and reduce all answers to lowest terms:

$$\frac{2}{6} + \frac{1}{6} =$$

$$\frac{1}{4} + \frac{1}{2} =$$

$$\frac{7}{3} - \frac{2}{3} =$$

6) 3 pounds 6 ounces is how many ounces?

7) Each shelf in our oven holds 7 pans. There are 8 shelves in the oven. How many pans fit in the oven?

8) How many teaspoons are in a tablespoon?

9) How many ounces in a cup? 1 QT?

10) There are 5 basic ingredients in our Honey Whole Wheat bread. Name 3 of them.

Legal stuff and your signature

I hereby certify that the answers given by me are true and correct to the best of my knowledge. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

I hereby authorize the company to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to the Great Harvest Bread Co. any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

I understand that nothing contained in the application, or conveyed during any interview, which may be granted or during my employment, if hired, is intended to create an employment contract between me and the Great Harvest Bread Company. In addition, I understand and agree that if I am employed; my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or Great Harvest Bread Company.

Finally, I understand that a properly executed Confidentiality and Privacy Agreement must be signed by me as a condition of employment.

Applicant

Date

JOB DESCRIPTIONS

What do you want to do at Great Harvest Bread Company? We have two main types of jobs:

PRODUCTION (they make our products) and CUSTOMER SERVICE (they sell them). Job experience in any one area, while helpful, is not required. More important to us at Great Harvest Delafield is an enthusiasm for bread and an excitement to help our customers.

PRODUCTION POSITIONS

- **Bread production (sponge & dough)** - Baking phenomenal bread is what our business is all about. Can you get up early (4:30 a.m.); do easy math calculations before dawn, follow directions, stay focused and work quickly and efficiently? Are you deadline and detail oriented? Bread making combines art and science, and you must be able to master both. Not for the faint-hearted, but oh-so-rewarding!
- **Sweets production** - Our sweets production people love to bake, and take pride in their scones, muffins, cinnamon rolls and cookies. Can you hit the ground running at 4:30 a.m.? Work quickly and efficiently? Clean up after yourself, and plan ahead? Then consider putting a smile on our customers' faces by baking our phenomenal sweets.
- **Bread kneader** - When dough hits the kneading table (approximately 8 a.m.), you go to work. You have to work quickly and efficiently. Kneading dough is an art, more than a science, and is critical to baking phenomenal bread. We'll teach you what you "knead" to know, but you have to show you are willing to learn and settle for nothing less than near perfection.
- **Baker (proofer/oven operator)** - It sounds simple: you wait until the bread rises, get it into the oven, and take it out when it's done. Ah, but when you're operating a 40-pan oven, juggling five or six types of breads, not so simple. Are you up for the challenge? This position usually starts at 7 a.m.

CUSTOMER SERVICE POSITIONS

- **Sandwich production** - Our menu will start with cold sandwiches, and expand quickly to include breakfast and grilled sandwiches within the first year. You're the one who puts it all together. You'll slice fresh deli meats and cheeses, prepare fresh vegetables, and follow recipes to create delicious spreads. When the lunch crowd hits, you'll create fabulous sandwiches, made to order. You must be able to keep your cool under pressure, work quickly without sacrificing quality, and follow health department guidelines and procedures. You'll take pride in your works of art, guaranteed!
- **Front counter** - Our customers can buy bread just about anywhere. What entices them into Great Harvest Bread Company (besides phenomenal products)? You! The folks behind our front counter set our store apart from all others. Can you put a smile on your face even when you don't feel like it? Can you keep your cool under pressure, accept criticism graciously, and create a WOW experience for every customer that walks into our store? Are you naturally friendly and helpful? And are you willing to jump in and help where needed? Let's talk!