



# TALENT APPLICATION FOR EMPLOYMENT

Bahama Buck's  
An Equal Opportunity Employer  
Complete and return to:

This application is for employment at an independently owned and operated franchised store. This is not for employment with the franchisor, Bahama Buck's Franchise Corp.

Thank you for your interest in working with us at Bahama Buck's Franchise Corporation. We think you will find our approach to the dessert industry is fun, exciting, and unique from any other operators in the market, and we feel this has been the secret to our success. We will operate with an "open door" policy so that every employee has the opportunity to share their insights.

**We are not just another dessert company, and we are not looking for just another applicant. The following will give you some ideas of what to expect and how to proceed from here:**

1. We will verify *all* information you give us on the application. *Any* false or misleading statements will disqualify you from consideration, no matter how talented you may be. Please understand that we are not as concerned with *what* you tell us as we are that you give us the truth. Honesty is always the best policy – especially if you hope to become part of our team.
2. We are committed to maintaining a drug free workplace. This means that we do not tolerate the possession of drugs or alcohol on the premises, nor do we permit our staff to work under the influence of drugs or alcohol.
3. All Bahama Buck's are completely non-smoking establishments. This means there are no cigarette breaks and we do not permit the staff to smoke while on duty or in uniform.
4. We will verify *all* your references. In addition to your supervisors, we want to talk with your co-workers and anyone who may have worked with you in your past positions. If we cannot check your references, we cannot consider you for employment, so be sure you list valid names and phone numbers. It does not matter if they still work for your old company or not. Please be sure that everyone you list knows to expect a call from us and has your permission to talk with us.
5. We are an Equal Opportunity Employer, and we will select only qualified applicants for every position. We will make selections based on what strengths you bring to our team and how you fit into our operating style. We are looking for people committed to professional excellence and legendary customer service who will make a positive contribution to our company for as long as we choose to work together.
6. If you are not offered a position at Bahama Buck's, we encourage you to apply again later if you are still interested in working with us. Many of our best staff members were not selected until their second or third try. You must decide if what we offer is worth your effort to meet our high standards. Whatever your choice, we hope that you will visit us often as a guest and let us know how we are doing.

Thank you again for your interest and your time. We wish you all the best luck in the future, whatever direction your career may take you.

Best regards,

## ABOUT YOU

Applicant's Name: \_\_\_\_\_ Nickname: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Alternate Phone Number: \_\_\_\_\_

Street Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Do you have reliable transportation to and from all scheduled shifts? ☐ Yes ☐ No

Are you 18 or older? ☐ Yes ☐ No If not, age: \_\_\_\_\_

Have you ever been convicted of a felony? ☐ Yes ☐ No If yes, please provide details on the last page.

Have you ever worked at a Bahama Buck's before? ☐ Yes ☐ No If yes, which store? \_\_\_\_\_

Do you have friends or family currently working with us? ☐ Yes ☐ No If yes, who? \_\_\_\_\_

Do you have the legal right to work in the U.S.? ☐ Yes ☐ No

Is there any reason you cannot perform all physical aspects of the job? (Including being able to lift up to 50lbs?) ☐ Yes ☐ No If yes, please provide details on the last page.

Do you smoke? ☐ Yes ☐ No

Describe your use of drugs and alcohol. \_\_\_\_\_

How did you hear about this position? \_\_\_\_\_

## ABOUT YOUR WORK EXPERIENCE

(PLEASE START WITH YOUR MOST RECENT POSITION)

**Company:** \_\_\_\_\_ **Mo./Yr. Hired:** \_\_\_\_\_ **Mo./Yr. Left:** \_\_\_\_\_

**Job Title:** \_\_\_\_\_ **Starting Salary: \$** \_\_\_\_\_ **per** \_\_\_\_\_ **Final Salary: \$** \_\_\_\_\_ **per** \_\_\_\_\_

**Reason for leaving:** \_\_\_\_\_

**Major responsibilities:** \_\_\_\_\_

**Supervisor's Name:** \_\_\_\_\_ **Position:** \_\_\_\_\_ **Phone: ( )** \_\_\_\_\_ - \_\_\_\_\_

**Co-worker's Name:** \_\_\_\_\_ **Position:** \_\_\_\_\_ **Phone: ( )** \_\_\_\_\_ - \_\_\_\_\_

**Company:** \_\_\_\_\_ **Mo./Yr. Hired:** \_\_\_\_\_ **Mo./Yr. Left:** \_\_\_\_\_

**Job Title:** \_\_\_\_\_ **Starting Salary: \$** \_\_\_\_\_ **per** \_\_\_\_\_ **Final Salary: \$** \_\_\_\_\_ **per** \_\_\_\_\_

**Reason for leaving:** \_\_\_\_\_

**Major responsibilities:** \_\_\_\_\_

**Supervisor's Name:** \_\_\_\_\_ **Position:** \_\_\_\_\_ **Phone: ( )** \_\_\_\_\_ - \_\_\_\_\_

**Co-worker's Name:** \_\_\_\_\_ **Position:** \_\_\_\_\_ **Phone: ( )** \_\_\_\_\_ - \_\_\_\_\_

## REFERENCES

Give below the names of three people not related to you, whom you have known for at least one year.

**Name:** \_\_\_\_\_ **Phone: ( )** \_\_\_\_\_ - \_\_\_\_\_ **Years Known:** \_\_\_\_\_

**Name:** \_\_\_\_\_ **Phone: ( )** \_\_\_\_\_ - \_\_\_\_\_ **Years Known:** \_\_\_\_\_

**Name:** \_\_\_\_\_ **Phone: ( )** \_\_\_\_\_ - \_\_\_\_\_ **Years Known:** \_\_\_\_\_

## ABOUT YOUR EDUCATION

High School: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

Graduated? ☐ Yes ☐ No Years Completed: \_\_\_\_\_ Verification Phone: (\_\_\_\_) \_\_\_\_ - \_\_\_\_\_

College: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

Graduated? ☐ Yes ☐ No Years Completed: \_\_\_\_\_ Verification Phone: (\_\_\_\_) \_\_\_\_ - \_\_\_\_\_

Grad School: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

Graduated? ☐ Yes ☐ No Years Completed: \_\_\_\_\_ Verification Phone: (\_\_\_\_) \_\_\_\_ - \_\_\_\_\_

## ABOUT THE JOB

About how many hours per week are you looking for? \_\_\_\_\_

Are you available to work weekends? ☐ Yes ☐ No If no, why not? \_\_\_\_\_

When could you start working part time? \_\_\_\_\_

*Please fill out the following table with the times that you are available to work.*

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
FROM						
TO						

## OTHER COMMENTS

Why would you be a good choice for this position?

I certify that the information above is complete and accurate to the best of my knowledge. By signing below, I authorize individuals, companies, and agencies concerned to provide Bahama Buck's and its agents with all information necessary to verify the statements I have made in this application, and I release them from any liability for so doing. I understand that misstatements or omissions of information in connection with my application for employment can lead to rejection of my application or dismissal from employment, whenever discovered. I understand I must receive satisfactory references from previous employers and/or coworkers before an offer of employment can be made. I understand that nothing contained in this employment application or in the granting of an interview is intended to create an employment contract between the store owner and myself for either employment or for the providing of any benefits. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon the store owner unless expressly made in a written contract or employment signed by me and an authorized representative of the store owner. If I am hired, I understand that my employment would be "at will", which means that I would have the right to terminate my employment at any time and that the store owner would retain a similar right.

I understand that incomplete or unsigned applications will not be considered.

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

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

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

**FLAVOR<sup>®</sup>**  
**YOUR**  
**LIFE**  
**BAHAMA BUCK'S**