



EMPLOYMENT APPLICATION

We at Elite Feet value the commitment of athletics and fitness. We have been involved with sports for most of our lives and we continue to enjoy them as an integral part of our daily life. Therefore, we support individual efforts towards a fit lifestyle, and we hope we can motivate you to reach your goals.

We at Elite Feet also value the commitment to the best customer service available anywhere. We want our customers to feel comfortable and welcome in our store. We hope that through the common bond of sports, our customers can call us friends...and will stop at Elite Feet to shop, to talk, or to share a laugh.

Every employee of Elite Feet is expected to value these commitments, too. We work long hours, have staff meetings, and every employee goes through extensive training. We have very high expectations; this job requires a lot of hard work. We know that this job isn't for everybody. If you are a person willing to make a commitment to excellence, both personal and professional, then please fill out this application.

Lapeer
240 W Nepessing St
Lapeer MI 48446
P: 810-660-7297
E: graham@elitefeetraining.com

We consider applicants for all positions without regard to race, color, religion, gender, national origin, age, disability, height, weight, marital or veteran status, sexual orientation, or any other legally protected status.

You must fill out this application completely and legibly in order to be considered for an interview.

Positions applied for / Store location _____ Date of application _____

Have you read the front cover of this application and understand the seriousness of working at Elite Feet? Y or N

Personal

Last Name _____ First Name _____ M.I. _____ Social Security Number _____

Present Address _____ City _____ State _____ Zip Code _____ Phone Number _____

Permanent Address _____ City _____ State _____ Zip Code _____ Phone Number _____

Email Address _____

Are you 18 years old or older? Y or N

Employment

Have you had any experience in customer care? _____ If yes, where? _____

If you are currently employed, why do you want to change jobs? _____

Have you ever been terminated or asked to resign from a position? Y or N

If yes, please explain _____

Please list your last three jobs. List most recent position first.

Employer _____ Address _____

Telephone _____ Job Title (Duties) _____

Employed from: _____ (mo/yr) to: _____ (mo/yr) Supervisor: _____

What did you like best and least about your job? _____

Reason for leaving _____

Employer _____ Address _____

Telephone _____ Job Title (Duties) _____

Employed from: _____ (mo/yr) to: _____ (mo/yr) Supervisor: _____

What did you like best and least about your job? _____

Reason for leaving _____

Employer _____ Address _____

Telephone _____ Job Title (Duties) _____

Employed from: _____ (mo/yr) to: _____ (mo/yr) Supervisor: _____

What did you like best and least about your job? _____

Reason for leaving _____

Personal References (Other than former employers or relatives)

- 1. Name _____ Phone # _____
Address _____
Email Address _____
Relationship _____ Length of Time Known _____

- 2. Name _____ Phone # _____
Address _____
Email Address _____
Relationship _____ Length of Time Known _____

- 3. Name _____ Phone # _____
Address _____
Email Address _____
Relationship _____ Length of Time Known _____

School

	Name	Emphasis
High School	_____	_____
College	_____	_____
Post Graduate	_____	_____

Questions

Why do you want to work for Elite Feet?

Why should we hire you to work for Elite Feet?

Why will you be a great sales person at Elite Feet?

Questions

Describe your process of active listening and give an example.

Describe a recent interaction when you were wowed by the customer care. Describe what and how you felt.

Describe a recent situation when you were asked to do two things at the same time. How did you decide what to do first and why?

Describe a recent example of an activity that you have been associated with to help strengthen your community. What was your role?

Describe a recent experience that best shows your ability to deal effectively with people.

Describe a recent project that you put extra energy into because you felt it was necessary to go beyond what you were told to do.

Tell us about a recent time when you had great difficulty communicating your thoughts clearly to another person or group. What did you do to get your point across more clearly?

Availability

Please "X" your work availability:

	Morning	Afternoon	Evening
Monday	_____	_____	_____
Tuesday	_____	_____	_____
Wednesday	_____	_____	_____
Thursday	_____	_____	_____
Friday	_____	_____	_____
Saturday	_____	_____	_____
Sunday	_____	_____	_____

*Please complete the detailed schedule availability survey on the back of the application in addition to your above responses.

Average number of hours you would like to work per week (expected to work at least 3 days and/or 12-15 hours/ week)? _____

If you are NOT available to work any particular day(s), evening(s) or time(s), please specify:

Do you have any commitments to another employer or school that might affect your employment with us?

If you were hired, how long would you like to work at Elite Feet? _____

Date available to start work: _____

How did you learn about us?	Advertisement	Event	Friend
	Current Customer	Walk-in	Other _____

Applicant's Statement

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.

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 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 an authorized executive of this organization specifically acknowledges such change in writing.

I agree that any lawsuit against Elite Feet and/or its agents arising out of my employment or termination of employment, including but not limited to claims arising under State or Federal civil rights statutes, must be brought within the following time limits or be forever barred: (a) for lawsuits requiring a Notice of Rights to Sue form the EEOC, within 90 days after the EEOC issues that Notice; or (b) for all other lawsuits, within (i) 180 days of the event(s) giving rise to the claim, or (ii) the time limit specified by statute, whichever is shorter. I waive any statute of limitation that exceeds this time limit.

If, due to a physical or mental disability, I require an accommodation to perform the job for which I may be selected, I understand that I must give Elite Feet written notice of that need within 182 days after I know or reasonably should have known that an accommodation is needed. Failure to do so may bar me from alleging that Elite Feet has not accommodated me as required by law.

In the event of employment, I understand that false, misleading or the omission of information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

Signature of Applicant

Date

Candidate Schedule Availability Survey

Candidate's Name: _____ Date: _____

Please fill this form out completely. This will help us match you to our current openings. Use the bottom space to describe any other activities that will effect your availability.

Please mark in each box one of the following:

Indicate desired hours with a star "*"

Indicate unavailable hours with a "X"

An empty box indicates that you may be available, but it is not your first choice.

Time	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
8-9 am							
9-10							
10-11							
11-12							
12-1 pm							
1-2							
2-3							
3-4							
4-5							
5-6							
6-7							
7-8							
8-9							
9-9:30							

Other scheduling information we should know (team sports, other employment, class schedule, etc.):
