



Dear Applicant,

We are happy that you're interested in working with us at Great Harvest. We're a family-owned business and are working very hard to make our store unique and wonderful, and that's what we're looking for in employees—unique individuals who are great people and looking to have a wonderful experience working with us. If you are high-energy, hard-working, positive and like working with a team of people in a fast-paced environment, we will teach you how to make and sell our products. Attached is the Application of Employment including details of the positions we are hiring.

Great Harvest Bread Co. is a special company and customer service is our top priority! A lot of teamwork and effort goes into each day. We are excited about what we do and the products that we sell. Everyone in the bakery is expected to be attentive to customers. While we care a lot about what goes into our products and making sure that we maintain a high standard in everything that we produce, we care even more about our customers' experiences at Great Harvest. We want it to be exceptional, each time.

The weeks before the holidays of Thanksgiving, Christmas and Easter are extremely busy times for us and this makes teamwork that much more important. As part of the team we all need to put forth our best effort, be flexible and work during those times. We are flexible with schedules & vacations during other times of the year.

You may drop off your application or email it.

Thank you for your interest in Great Harvest Bread Co., Fairbanks!

Tricia & Eric Cray
Great Harvest Bread Co.
Bakery & Café
36 College Rd Suite 4W.
Fairbanks, AK 99712
etcray@GreatHarvest.com or triciacray@gmail.com
www.GreatHarvestFairbanksAk.com

Great Harvest Bread Co. of Fairbanks, AK
Application for Employment

Tricia & Eric Cray, Owners
36 College Rd Suite 4W.
Fairbanks, AK 99712

Phone: 907.374.3900
Email: etcray@GreatHarvest.com
Web: www.GreatHarvestFairbanksAk.com

<p>Our Mission Statement:</p> <ul style="list-style-type: none"> • Bake phenomenal bread • Run fast to help everyone • Have fun • And 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 service, great food, and helping create an exceptional workplace.</p>
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About You

Last Name	First Name	Middle	Nickname or Preferred Name
Other names you have used, if any			
Street Address			
City	State	Zip	
Phone	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.	Applying for which position? <i>(If more than one position interests you feel free to check all that apply)</i> Sponge & Dough..... <input type="checkbox"/> Production (Goodies, Kneading Table)... .. <input type="checkbox"/> Production (Sandwich, Salads)..... <input type="checkbox"/> Customer Service..... <input type="checkbox"/>		
Are you applying for (check all that apply): Mornings <input type="checkbox"/> Days <input type="checkbox"/> Afternoons/Evenings <input type="checkbox"/>	What are your hourly wage expectations?		

Education

What is the highest grade of school/college you have completed?	<u>High School</u>	<u>College</u>
	Graduate <input type="checkbox"/> 11 <input type="checkbox"/> 10 <input type="checkbox"/>	Graduate <input type="checkbox"/> 2 years <input type="checkbox"/> 3 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?	
Dates of Employment		May we contact this employer?	Yes <input type="checkbox"/> No <input type="checkbox"/> Ask for: Phone:
Employer Name			
Number of Hours Worked per week		Why did you leave or why do you want to leave?	
Dates of Employment		May we contact this employer?	Yes <input type="checkbox"/> No <input type="checkbox"/> Ask for: Phone:
Employer Name			
Number of Hours Worked per week		Why did you leave or why do you want to leave?	
Dates of Employment		May we contact this employer?	Yes <input type="checkbox"/> No <input type="checkbox"/> Ask for: Phone:

Availability

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

We have shifts that start late and go all night (9pm-5am) for some production roles and shifts that go from 6am into the evening. What days and hours are you available?

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Start							
End							

What is the minimum number of hours per week that you would like? _____

What is the maximum number of hours per week that you would like? _____

References

Please provide 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 coaches are great! Give us at least two. Three is even better.

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

The Hard Questions

What is your favorite type of bread? Why?

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?

Another part of our mission is to Give Generously to others. How have you helped others?

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

Sometimes the days at Great Harvest are long, stress-filled and hot. What have you done that makes you think you would do well in this environment?

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 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 stay up late (9:00 p.m.- 5 a.m.), do easy math calculations, 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!
- **Goodies production** - Our Goodies production people love to bake, and take pride in their scones, muffins, cinnamon rolls and cookies. Can you hit the ground running? Work quickly and efficiently? Clean up after yourself, and plan ahead? Then consider putting a smile on our customers' faces by baking our phenomenal Goodies.
- **Bread kneader** - When dough hits the kneading table, 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 48-pan oven, juggling five or six types of breads, not so simple. Are you up for the challenge?
- **Sandwich & Salad production** - Our menu includes hot and cold sandwiches, including hot breakfast sandwiches. 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 and salads, made to order. You must be able to keep your cool under pressure, work quickly without sacrificing quality, and follow health department guidelines. You'll take pride in your works of art, guaranteed!

CUSTOMER SERVICE POSITIONS

- **Front Counter & Retail Merchandising**- 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!

Thanks for your interest in Great Harvest Fairbanks!