



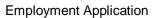
# Kulak's Nursery & Landscaping Employment Application

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Landscape | Retail Full or Part Time

			Ap	plicant	Informat	ion					
* Do you	have a va	ılid driver's license	? \( \sum_{\text{YES}}	NO	Is ther	e anyt	hing that p driving?		you from	YES	NO
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	City						State	)	ZIP Coa	le	
Phone:	( )			E-m	ail Addres	ss:					
Date Availal	ble:			Soc	ial Securit	y No.:			Desired S	alary:	\$
Position App	olied for:		\/50	NO						\/F0	NO
Are you a ci	tizen of the	e United States?	YES 	NO	If no, are	you au	thorized to	work in th	e U.S.?	YES	NO
Have you ev	ver worked	for this company?	YES 	NO	If so, whe	n? _					
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Please list	three prof	essional references	that can b	e cont	acted.						
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		Previous Employ	ment			
1) Company:			Phone:		)	
Address:			Sup	pervisor:		
		Starting Salary: \$				\$
Responsibilities:						
		Reason for Leaving:				
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2) Company:			Phone:	_(	)	
Address:			Sup	pervisor:		
Job Title:		Starting Salary: \$			Ending Salary:	\$
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3) Company: _			Phone:	(	)	
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May we contact	your previous supervise	YES or for a reference?	NO 			
	tly Employed? Yes		t your cur	rent su	oervisor? Yes	No
		Military Servic	е			
Branch:				·	To:	
Rank at Dischar	ge:	Type o	f Discharg	e:		
If other than hon	orable, explain:					
		Disclaimer and Sig	nature			
I certify that my a	inswers are true and con	nplete to the best of my knowledg	ne.			
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NAME:

NO	Willing to Learn



# What It Takes To Be An Employee At Kulak's Nursery & Landscaping

Kulak's Nursery & Landscaping is a locally owned corporate business, open in Rexford, NY since 2002. We are a design/build landscape company with a retail nursery and garden center. Our focus is landscaping, nursery stock, and other garden related materials. Our growth depends on repeat customers who respond to a combination of our quality workmanship, products, and the service they receive from our employees, and the overall satisfaction they get from their shopping experience with us. In short, we wouldn't be in business without our customers.

We consider our employees our most important asset, and this is what we expect from you:

## **Image**

Image is very important to us. Each division within the company has a dress code and uniform requirement appropriate for the type of work performed, which you are expected to wear. We wear our company shirts tucked in, and baseball caps are worn forward. Stained, torn, or excessively baggy clothing is unacceptable. Visible pierced body parts other than earrings may not be worn during business hours. Men are expected to come to work with faces shaved unless they are planning on growing a permanent beard or mustache.

#### **Attitude**

Our employees are expected to show up to work on time consistently. We are not interested in "clock-watchers". We expect our employees to ask us: "Is there anything else that needs to be done?" before ending each shift and clocking out. We are interested in people that care enough about our company and customers to "go the extra mile". We encourage and reward our employees who take the time to offer ideas or suggestions that might make our company run more efficiently, service our customers better, increase our business, or save us time and money. We expect our company policy to be followed and respected.

# **Physical Work Environment**

You will work both indoors and outdoors in all types of weather conditions including sun, heat, cold, rain and snow. Attire appropriate for weather conditions is your responsibility. Your job is physical, and requires frequent bending, grabbing and lifting. You will be on your feet all day, standing and walking and throughout you will need to be both pleasant and energetic. NOTE: You will be expected to be able to lift at least a five-gallon shrub/tree and a 2 cu. Ft. bag of soil (on your own). We encourage you to maintain good physical and mental preparedness to enable you to perform your work duties in a consistent, high-performance type manner.

#### **Social Work Environment**

We have a very social, caring, and outgoing staff. It is important that you are able to get along well with people and the rest of our staff to be a cohesive part of our team. Our company does not tolerate chronic complainers. All employees are expected to get along with each other. We do not tolerate personal complaints of fellow employees unless their actions make you feel uncomfortable or affect your ability to complete your work properly. We expect every employee to carry their weight and perform their responsibilities in an appropriate manner. In return we are flexible, and we will support our growth both personally and professionally.

### **Customer Service**

As an employee of Kulak's Nursery & Landscaping, you are expected to offer polite, prompt, energetic, enthusiastic, and courteous service with a smile. Our employees must have the ability to anticipate a customer's needs before being asked. You will need to have the ability to be patient when confronted with a challenge, and to continually seek out knowledge of all our plants and products. Our customer's time is valuable to them and the help they receive from our staff should be nothing less than immediate – nothing short of excellent.

#### Summary

If you feel you have the above qualities and can work with the parameters of our company policy and work environment, we encourage you to complete our job application. Thank you.

Employee signature:	Date:

I have read and understand the above.