

Application For Employment

Lots of people apply to work at Disguises because it looks like a fun place to work! and it is! But it is also lots of work, so before you hand in this application, be sure to read all about what it's like working here so you can make sure it's the place for you!

We accept applications year round, but most hiring is done in September to fill the seasonal jobs in October. If Halloween help interests you, be sure you get the Halloween page of the application. Same rules and guidelines apply year round, though.

REALLY IMPORTANT STUFF TO KNOW BEFORE YOU EVEN APPLY - BE HONEST WITH YOURSELF! WE MEAN WHAT WE SAY ABOUT THESE THINGS!

1. NO SMOKING! IT'S NOT GOOD FOR YOU, IT'S NOT GOOD FOR OUR COSTUMES AND IT'S NOT GOOD FOR THOSE AROUND YOU. E-CIGARETS OR VAPPORIZORS ARE CONSIDERED SMOKING!! THERE ARE NO SMOKE BREAKS. PERIOD.
2. SURE, YOU CAN HAVE TATTOOS, PIERCINGS, AND OTHER BODY DECORATIONS. THEY CAN NOT BE OFFENSIVE. NOTHING THAT WE WOULDN'T WANT A CHILD TO SEE. IF DEEMED SO YOU WILL BE ASKED TO COVER THEM.
3. MOST GENERAL HELP WILL START AT A LITTLE OVER MINIMUM WAGE. THIS VARIES ACCORDING TO THE POSITION, BUT THIS WILL BE DISCUSSED SEPARATELY.
4. YOU WILL BE ASKED TO WEAR APPROPRIATE DRESS WHICH WILL INCLUDE A UNIFORM SHIRT OF SOME SORT, PROVIDED BY DISGUISES.
5. APPROPRIATE, PROFESSIONAL AND TOTALLY REASONABLE RULES CONCERNING USE OF CELLPHONES AND OTHER MEDIA WILL BE ASKED OF YOU. CELLPHONES MUST BE PUT AWAY WHILE YOU ARE AT WORK!
7. BREAKS IN GENERAL DON'T REALLY HAPPEN. YOU CAN SIT DOWN TO EAT, BUT YOU'RE STILL ON THE CLOCK, SO YOU CAN'T HANG OUT LEISURELY AND READ YOUR NOVEL AND A TIMED TEN MINUTE BREAK SMACK IN THE MIDDLE OF YOUR SHIFT IS BASICALLY UNHEARD OF DUE TO THE NATURE OF THE BUSINESS.
8. HOURS ARE FLEXIBLE AND MAY CHANGE FROM ONE WEEK TO THE NEXT. YOU MAY BE ASKED TO WORK DAYS, EVENINGS OR WEEK-ENDS.



Date: _____

Please Answer All Questions. Résumés Are Not A Substitute For A Completed Application. We are an equal opportunity employer. Applicants are considered for positions without regard to veteran status, uniformed service member status, race, color, religion, sex, national origin, age, physical or mental disability, genetic information or any other category protected by applicable federal, state, or local laws.

THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE.

Position Applied For _____ (list only one) Name _____ Telephone
Number () _____ - _____

Alternate/Cellular Telephone Number () _____ - _____

Present Address _____

Street, Apartment, or Unit Number _____

City _____ State _____ Zip _____

Email Address _____

Desired Hourly Rate _____

If under the age of 18, can you produce the necessary work certificate at the time of employment? Yes No

Type of employment desired? Full-time Part-time (Specify Hours) _____

Are you willing to work overtime? Yes No Date on which you can start work if hired _____

Have you previously applied for employment with this Company? Yes No

If Yes, when and where did you apply? _____

Have you ever been employed by this Company? Yes No

If Yes, provide dates of employment, location and reason for separation from employment. _____

If applicable, below list any other names by which you have been known which may be necessary to allow us to confirm your work and educational record. For example, change of name, use of an assumed name, nickname, etc.

Education	School name and Location	Course of Study or Major	Graduated? Y or N	# of Years Completed	Honors Received
High School					
College					
Graduate/ Professional					
Trade or Correspondence					

WORK EXPERIENCE

Please list the names of your present and/or previous employers in chronological order with present or most recent employer listed first. Provide information for at least the most recent ten (10) year period. Attach additional sheets if needed. If self-employed, supply firm name and business references. You may include any verifiable work performed on a volunteer basis, internships, or military service. Your failure to completely respond to each inquiry may disqualify you for consideration from employment. Do not answer "see résumé."

Employer

Name	Address	Type of Business
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Telephone (____) _____

Dates Employed From ____ / ____ / ____ To ____ / ____ / ____

Job Title _____

Duties _____

Supervisor's Name _____ May we contact? Yes No

If No, why not? _____ Wages Start _____ Final _____

Reason for Leaving? _____

What will this employer say was the reason your employment terminated?

Were you ever disciplined? If so, for what?

How much notice did you give when resigning? If none, explain.

Employer

Name

Address

Type of Business

Telephone (____) _____

Dates Employed From ____ / ____ / ____ To ____ / ____ / ____

Job Title _____

Duties _____

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Employer

Name

Address

Type of Business

Telephone (____) _____

Dates Employed From ____ / ____ / ____ To ____ / ____ / ____

Job Title _____

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How much notice did you give when resigning? If none, explain.

REFERENCES

Please list the names of additional work-related references we may contact. Individuals with no prior work experience may list school or volunteer-related references.

Name	Position	Company	Work Relationship	Telephone

Please list the names of personal references (not previous employers or relatives) who you know that we may contact.

Name	Occupation	Address	Telephone	Number of Years Known

Applicant Certification

I understand and agree that if driving is a requirement of the job for which I am applying, my employment and/or continued employment is contingent on possessing a valid driver's license for the state in which I reside and automobile liability insurance in an amount equal to the minimum required by the state where I reside. I understand that the Company may now have, or may establish, a drug-free workplace or drug and/or alcohol testing program consistent with applicable federal, state, and local law. If the Company has such a program and I am offered a conditional offer of employment, I understand that if a pre-employment (post-offer) drug and/or alcohol test is positive, the employment offer may be withdrawn. I agree to work under the conditions requiring a drug-free workplace, consistent with applicable federal, state, and local law. I also understand that all employees of the location, pursuant to the Company's policy and federal, state, and local law, may be subject to urinalysis and/or blood screening or other medically recognized tests designed to detect the presence of alcohol or illegal or controlled drugs. If employed, I understand that the taking of alcohol and/or drug tests is a condition of continual employment and I agree to undergo alcohol and drug testing consistent with the Company's policies and applicable federal, state, and local law. If employed by the Company, I understand and agree that the Company, to the extent permitted by federal, state, and local law, may exercise its right, without prior warning or notice, to conduct investigations of property (including, but not limited to, files, lockers, desks, vehicles, and computers) and, in certain circumstances, my personal property. I understand and agree that as a condition of employment and to the extent permitted by federal, state, and local law, I may be required to sign a confidentiality, restrictive covenant, and/or conflict of interest statement. I certify that all the information on this application, my résumé, or any supporting documents I may present during any interview is and will be complete and accurate to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of any information may result in disqualification from consideration for employment or, if employed, disciplinary action, up to and including immediate dismissal.

THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE. NOTHING IN THIS APPLICATION OR IN ANY DOCUMENT OR STATEMENT, WRITTEN OR ORAL, SHALL LIMIT THE RIGHT TO TERMINATE EMPLOYMENT AT-WILL. NO OFFICER, EMPLOYEE OR REPRESENTATIVE OF THE COMPANY IS AUTHORIZED TO ENTER INTO AN AGREEMENT—EXPRESS OR IMPLIED—WITH ME OR ANY APPLICANT FOR EMPLOYMENT FOR A SPECIFIED PERIOD OF TIME UNLESS SUCH AN AGREEMENT IS IN A WRITTEN CONTRACT SIGNED BY THE PRESIDENT OF THE COMPANY. IF HIRED, I AGREE TO CONFORM TO THE RULES AND REGULATIONS OF THE COMPANY, AND I

UNDERSTAND THAT THE COMPANY HAS COMPLETE DISCRETION TO MODIFY SUCH RULES AND REGULATIONS AT ANY TIME, EXCEPT THAT IT WILL NOT MODIFY ITS POLICY OF EMPLOYMENT AT-WILL.

I authorize the Company or its agents to confirm all statements contained in this application and/or résumé as it relates to the position I am seeking to the extent permitted by federal, state, or local law. I agree to complete any requisite authorization forms for the background investigation which may be permitted by federal, state and/or local law. If applicable and allowed by law, I will receive separate written notification regarding the Company's intent to obtain "consumer reports." I authorize and consent to, without reservation, any party or agency contacted by this employer to furnish the above-mentioned information. I hereby release, discharge, and hold harmless, to the extent permitted by federal, state, and local law, any party delivering information to the Company or its duly authorized representative pursuant to this authorization from any liability, claims, charges, or causes of action which I may have as a result of the delivery or disclosure of the above requested information. I hereby release from liability the Company and its representative for seeking such information and all other persons, corporations, or organizations furnishing such information. Further, if hired, I authorize the company to provide truthful information concerning my employment to future employers and hold the company harmless for providing such information. If hired by this Company, I understand that I will be required to provide genuine documentation establishing my identity and eligibility to be legally employed in the United States by this Company. I also understand this Company employs only individuals who are legally eligible to work in the United States.

THIS APPLICATION WILL BE CONSIDERED ACTIVE FOR A MAXIMUM OF SIXTY (60) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY. I CERTIFY THAT ALL OF THE INFORMATION THAT I HAVE PROVIDED ON THIS APPLICATION IS TRUE, ACCURATE, AND COMPLETE. DO NOT SIGN UNTIL YOU HAVE READ ALL OF THE INFORMATION CONTAINED IN THE APPLICATION.

Applicant Signature _____ Date _____ / _____ / _____

If the applicant is a minor, the foregoing release and consent must be signed by the applicant's parent or legal guardian. Signature by the applicant's parent or legal guardian constitutes acknowledgement by the applicant and the parent or legal guardian that the Company, to the extent permitted by federal, state, and local law, can test the applicant for illegal or controlled substances, conduct inspections of property without notice, and communicate test results to Company personnel who need to know, the applicant, and the applicant's legal guardian.

Parent/Legal Guardian _____ Date _____

Witness _____ Date _____

Availability worksheet.

Name: _____

Instructions: Please circle the times that you are available on a weekly basis. Each time represents a full shift. We understand that from time to time you may not be available during these times.

However, we ask that your weekly availability remains the same as much as possible. Your hiring will be based on how well your availability meets the needs of the store.

If you are a student, let us know what days you are in school, and what time you can make it to work on those days.

Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
9:30AM- 3:30PM	11:30AM- 6:30PM	9:30AM- 3:30PM	9:30AM- 3:30PM	9:30AM- 3:30PM	9:30AM- 3:30PM	9:30AM- 3:30PM
2:30PM- 8:30PM		2:30PM- 8:30PM	2:30PM- 8:30PM	2:30PM- 8:30PM	2:30PM- 8:30PM	2:30PM- 8:30PM

How many hours a week do you want to work: _____

How many hours a week are you willing to work: _____

If there is anything you would like to tell us about your availability please do so below. (optional)

Signature: _____