

Spring 2018



Open Letter to the Applicant

Hello and thanks for considering Bloomers for your new job.

ATTN Full & Part Time Applicants: If school or other activities will stop you from working three days during the week do not apply. If you are unavailable weekends do not apply. If you are a student, we will expect you to work at least 4 days per week during the busiest times. You MUST be available for Mandatory Meetings each Thursday 7:30PM-10PM during our busiest seasons.

If you are awkward around strangers or withdrawn you need not apply. Many people think how nice it would be to work around the pretty plants and things. That is true, but we are only here to serve our Clientele. The work can be hard and dirty but it's still challenging and rewarding. Yes the plants need to be taken care of but if the plants start to grow they have been here too long. Our job is to inspire our Customers and ensure they can reproduce our results at home. No matter if it's plants, patio furniture or Christmas decorations, everything Bloomers does is focused on making our Customers lives more beautiful. What a great opportunity, but it requires selling. Let's be clear off the bat, Bloomers is a retail store that exchanges its products & services for our Customers hard earned money. If we do it well everyone is successful, our Customers, Bloomers and YOU! Bloomers is not a warehouse of products that is pulled from shelf in to a cart and then brought to a cashier. We engage with our Customers, find out what they need and help them make the right purchases. At every level Bloomers is here to serve the Customer so they can be successful. Doing that requires the ability to sell. Not in an icky "Used Car Salesman" kind of way, but by having a genuine interest in treating our Customers as a guest. Selling at Bloomers requires forming a relationship, a trust that we hold sacred. This job will require you to show customers new merchandise and offer them opportunities they may not have stopped in for. It requires you to present all of the items a customer will need to be successful and explain why! You may be required to promote and sell inventory we may be over stocked with. You will need to be assertive but I NEVER want our customers taken advantage of. They are our friends, our neighbors and our guests. Bloomers has had many of the same customers for well over twenty years and they trust us. I'm never prouder then when our customers come in and ask to be waited on by a specific employee, that means we're all doing our job. Now that's a job worth waking up for!

The following is what positions Bloomers is currently looking to fill: **Landscape Home Services Supervisor, Selling Cashiers, Experienced Gardeners**, who can sell, teach and learn. **Greenhouse, Houseplant & Potted Flowering Plant Specialist**, we're looking for someone that can help spread the use of houseplants to our customers. The health benefits and the fashion forward home decor of houseplants is underused in our community and it needs to be promoted. **Nursery & Pond Salespeople**; We're looking for friendly folks who have experience installing and maintaining their own or others landscapes. At a minimum they need to know the basics of landscape design and use of materials to accentuate a landscape. They also may load cars from time to time. **Water Garden Enthusiasts** who want to share their love for their hobby. **Experienced Landscape Installers & Maintenance Crew**: We are developing a **Grounds Maintenance Crew** that will do constant grooming of Bloomers property. This is not at the exclusion of picking up trash and stacking pallets. A retired Landscape Foreman or Experienced Landscaper would be ideal for this job. Bilingual would be preferred. Last but not least we need **Loader/Carry Out people**.

You may meet the requirements of more than just one position and by all means, sales people are expected to load, delivery people are expected to sell and everyone will do maintenance! Please narrow your area of interest to one but somewhere let us know of your secondary skill set.

Bloomers is made up of different Sales Areas of management plus Store Maintenance;
Nursery- all woody trees, shrubs, perennials, water gardening.

Home Services-Bloomers home services work very closely with Nursery such as landscape installation, estate maintenance, delivery and store maintenance.

Color- all annual bedding, vegetables, herbs & edible plants, greenhouse, and seasonal herbaceous plants. Hanging baskets, custom potted containers, pottery and soils.

Hardgoods- This includes all chemical controls, fertilizers, tools, lawn, landscape and garden supplies.

Patio & Gift- Encompasses outdoor decoration like flags and garden decor, furniture, grills, interior decoration, floral, candy, candles, jewelry, and giftware. Many of our cashiers are most active in this department because of it's locale.

Wild Bird- Wild Bird is second to gardening as the most popular hobby in the USA. It is also one of Bloomers fastest growing departments. We're proud to say "Bloomers Bird Sanctuary" is the best Wild Bird Store in the region!

Store & Grounds Maintenance- Basic up keep and care of the facilities & Grounds from warehouse to office.

Most Sales Areas are headed up by a Sales Area Supervisor which is responsible for the sales and maintenance within in that area. Each employee is expected to have a working knowledge of all areas. You may be assigned to one supervisor but you'll be trained to assist customers in every area. Please note on your application if one of these areas appeals to you more than another!

About the application:

• **Salary desired-Don't weenie out by not filling this in!** Put in the least amount you're willing to work as not to waste anyone's time. Take in to consideration your experience in sales, horticulture, or other skill set we may be looking for. Normally adults with no experience start at \$8.60-\$9.00 and depending upon experience, go up from there. Inexperienced Students with the normal hour restrictions start around minimum wage, \$8.60 per hour. Potential is not worth anything until it is fulfilled, so remember it's the value you bring to the table right from the start. If you are trainable, and a "people person" that may get you the job but it doesn't benefit your pay until your, trained and being personable with Bloomers' Customers! After your doing that successfully then we'll discuss it in terms of wages! Fill in a starting wage and make sure it is the very lowest you would be willing to work for. *Remember we're looking for the best possible people, at the best possible rate, and they get called in for the interviews first.*

• **Physical Limitations** means, you can lift fifty pounds with out having to visit the chiropractor, or you can hold two kids and a bag of dog chow with out dropping your keys while getting in to the car!

• **Job history-** Even if its ancient history we'd like to see what you've done and what the people you worked for paid you, we'll adjust the figures for inflation.

• **Education-** Please fill this out. Besides the obvious many of us aren't from around here originally so we'd like to see where you're from.

• **Hours-** Working hours at Bloomers is very flexible. We need people here all the time but we don't need everybody at the same time, except maybe busy weekends. That means you can work hours as short as 8:30-12, 12-3, 3-6, 6-8. We would like you to work a **minimum of 3 days per week & weekends**. At the very least one week-end day will be required. **Make sure you are not putting down the hours you would prefer to work but the hours you are available to work!** Your schedule will be arranged after you are hired. If you can work between 8:30am-9pm put it down so we know when you'll be available! **You MUST be available for Mandatory Meetings each Thursday 7:30PM-10PM during our busiest seasons.**

• **Then those silly questions-** Please fill these out thoughtfully and completely, it gives us an idea how you feel about yourself and Bloomers, it also tells us about the experience you have as well as what you'd like for your future.

• **If you do not fill out the application completely** we will consider that lack of effort and file your application accordingly, in the trash.

EMPLOYEE DISCOUNTS: Employee purchases receive a 20% discount off suggested retail.

In closing, We are looking for energetic, enthusiastic people with a good work ethic that enjoy working. Loyal, trustworthy individuals with a passion for excellence and pride in what they do and where they work. It is our sincere goal to assemble a crew that loves their work, and place of work so much their enthusiasm entices customers to inquire about a job! It is my pledge to do everything within my power and ability to create that atmosphere!

Sincerely,

Leonard "Len" Schroeder, President

Spring 2018



Employment Application

Name _____ Today's Date ___/___/___
Street Address _____
City _____ State _____ Zip _____
Date of Birth ___/___/___ Home Phone: _____ Mobile: _____
Position _____ Full or Part Time? _____ Salary Desired* _____
Date you can start? _____
Do you hold a valid Driver's license? _____ How many points do you have on
your license? _____ Will you pass random drug testing? _____

*Do Not Skip this step! Insert the lowest Amount you'd be willing to work for.

This job will require a certain amount of physical manual labor. Do you have any physical limitations that would affect your performance for the position being considered? _____ If so explain. _____

Job History

Are you employed now? _____ Who is your present employer? _____
Please list your last three employers starting with the most recent first.
Name _____ Employed from ___/___/___ to ___/___/___
Address _____ City _____ State _____ Zip _____
Phone _____ Position _____ Pay _____
Reason for leaving _____

Name _____ Employed from ___/___/___ to ___/___/___
Address _____ City _____ State _____ Zip _____
Reason for leaving _____

Phone _____ Position _____ Pay _____
Reason for leaving _____

Name _____ Employed from ___/___/___ to ___/___/___
Address _____ City _____ State _____ Zip _____
Phone _____ Position _____ Pay _____
Reason for leaving _____

References

Name: _____ Affiliation _____
Address: _____ City: _____ State _____ Zip _____
Phone: _____ Years acquainted: _____

Name: _____ Affiliation _____
Address: _____ City: _____ State _____ Zip: _____
Phone: _____ Years acquainted: _____

Name: _____ Affiliation _____
Address: _____ City: _____ State _____ Zip: _____
Phone: _____ Years acquainted: _____

Education

High School Name: _____ City: _____ State _____
Subject Studied: _____ Years Attended: _____ Did you Graduate? _____

College Name: _____ City: _____ State _____
Subject Studied: _____ Years Attended: _____ Did you Graduate? _____

Trade School Name: _____ City: _____ State _____
Subject Studied: _____ Years Attended: _____ Did you Graduate? _____

Hours

Bloomers is open year round but our business is very seasonal. We are busiest March through December. January and February are the slowest times and you may be laid off during that period. **What hours could Bloomers expect you to work during the peak season?** Bloomers short shifts run: 8am -12pm, 12pm-2pm, 2pm to 4pm, 4pm to 6pm, 6pm to Close (Closing falls between 7-8pm most of the year). *Please note the times you're available, NOT the times you'd like to work! ie; 8-6, 12-6, 8-3, 3-close. If you are available all day please write in 8am-Close!* Scheduling can be very flexible!

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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Why would you like to work at Bloomers? _____

What contributions do you think you could make at Bloomers? _____

What experience do you have for the job you're applying for? _____

What experience do you have in retail? _____

Are you considering a career in retail or horticulture or are you just looking for work? _____

If a career, what are your interests and goals? _____

What would you like to be doing five years from now? _____

"I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that if employed, falsified statements on this applications will be grounds for dismissal. I authorize investigation of all statements contained herein and the references listed above to give you any and all information concerning my previous employment. I also understand that if hired my employment can be terminated at any time."

Applicant's Signature _____