

# SEASONAL EMPLOYEE APPLICATION

(An Equal Opportunity Employer  
and Drug Free Workplace)

INLAND OCEANS, LLC dba



1500 N McClintock Dr, Tempe, AZ 85281  
tel: 480-994-2297

It is the policy of Big Surf to afford equal opportunity to all employees and qualified applicants for employment without regard to race, color, religion, gender, national origin, age, marital status, pregnancy, disability, veteran status, and any other characteristic protected by federal, state or local law.

**Important Notice:** Before proceeding, read the "Dress Code/Grooming Standards" on page 2 of this application. In order to be considered for employment you must comply with these standards. If you do not wish to commit to these standards, please do not apply.

**When would be the best time to contact you if we choose to set up an interview?**

**Instructions:** Each question should be fully and accurately answered. Do not fill in any section with "see resume." All information provided is subject to verification.

Last Name		First	Middle	Date of Application	
Mailing Address			Email		Home Phone
City, State, Zip Code				Cell Phone	
Which is your Age category (check one)		Are you legally eligible for employment in this country?		Social Security Number	
<input type="checkbox"/> 16 or over, but under <input type="checkbox"/> 18 or over, but under 21 <input type="checkbox"/> 21 or over		<input type="checkbox"/> Yes <input type="checkbox"/> No		Driver License #	
All applicants must be at least 16 years of age to be eligible for employment. Proof of Identification will be required upon employment.					

## POSITION SELECTION

(Choose as many areas as you like...please number the choices in order of preference 1-10)

<input type="checkbox"/> Lifeguard	<input type="checkbox"/> Food Service	<input type="checkbox"/> Guest Services	<input type="checkbox"/> Security	<input type="checkbox"/> Personnel/HR	<input type="checkbox"/> Group Events
<input type="checkbox"/> Slideguard	<input type="checkbox"/> Beverage (21 yrs)	<input type="checkbox"/> Attendants	<input type="checkbox"/> Custodian	<input type="checkbox"/> Office/Clerical	<input type="checkbox"/> Merchandise
<input type="checkbox"/> EMT/Paramedic	<input type="checkbox"/> Cashier	<input type="checkbox"/> Other	<input type="checkbox"/> Maintenance	<input type="checkbox"/> Accounting/Audit	<input type="checkbox"/> Marketing

## CERTIFICATIONS, SKILLS, QUALIFICATIONS

List Expiration Dates of last certification C.P.R. _____ E.M.T. _____ W.S.I. _____ Adv. First Aid _____ Adv. Lifesaving _____ Ellis Shallow _____ Ellis Deep _____	List any additional skills, voluntary work, hobbies or extracurricular activities that would contribute to your job:	Do you have transportation to work? Yes / No
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**How were you referred to Big Surf?**     Friend     Relative     School     Walk-In     Website     Rehire  
 Newspaper     Employee List Name \_\_\_\_\_

**Have you ever worked for Big Surf?**     Yes     No    If yes, dates \_\_\_\_\_ Position \_\_\_\_\_

**Do you have any relatives or friends previously employed by Big Surf?**     Yes     No  
 Name of Employee(s) \_\_\_\_\_ Position \_\_\_\_\_ Relationship \_\_\_\_\_

**Please rate yourself (Good, Fair, Poor) in the following situations:**

Money Handling: \_\_\_\_\_    Getting Along with People: \_\_\_\_\_    Patience with Small Children: \_\_\_\_\_  
 Work Ethic: \_\_\_\_\_    Being on Time: \_\_\_\_\_    Working Under Pressure: \_\_\_\_\_

**Please state briefly why you wish to become a Big Surf Team Member:** \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

## Big Surf Dress Code & Grooming Standards

### All Employees must report to work in their complete uniform prior to clocking in for work.

- Uniform shirts are issued by the Personnel Office and must be worn tucked into shorts, skirts or pants.
- Shorts, skirts or pants must comply with the standards of the Employee Handbook.
- Uniforms must fit appropriately. No oversized uniforms will be allowed.
- Employees must be clean and well groomed and are responsible for a clean and pressed uniform daily.

The following guidelines are **MANDATORY**. There will be **ZERO TOLERANCE** for non-compliance of the **Big Surf Dress Code & Grooming Standards**. Employees not in compliance will be sent home. Failure to comply may result in termination.

### Hair Standards for All Employees - Acceptable Styles/Cuts:

- Clean, neat, conservative cuts and styles.
- Natural hair colors only. Dyed colors must blend into natural hair growth and color, i.e. no dark roots.
- Straight corn-rows with no embellishments (beads, lacing, etc.).
- Bald or completely shaved.

### Unacceptable Styles/Cuts:

- Mohawks, bowl cuts, afros, long extensions, Zigzag parts, bleached tips, shaved designs, spiking or excessive gel, flamboyant styles, or any other style deemed inappropriate by Big Surf management.
- Any coloring or dyes that do not occur in natural human hair.
- Hair embellishments, beads or trinkets.

### Hair Standards for Males:

- Hair may not hang into the eyebrows, ears, or below a polo shirt collar height. Sides must be trimmed and neat.
- Sideburns may not be flared or "muttonchop" style and may reach no longer than the bottom of the earlobe.
- Facial hair is limited to a mustache only. The corners of the mustache may extend no further than the corners of the mouth. Mustaches must maintain a natural appearance; no wax or curling.
- Mustaches may not be "grown" during your employment.
- Males are expected to be clean-shaven daily. No stubble or 2-day growth. No "soul patches".
- ALL Food Service Positions: **Hairnets must be worn at all times.**

### Hair Standards for Females:

- Hair length must not hang below eyebrows or obstruct vision.
- Hair may not extend out or upward more than two inches from the scalp.
- Maximum of 2 ponytails or braids (if not corn-rowed) and worn conservatively.
- ALL Food Service Positions: **Hairnets must be worn at all times.** Hair must be kept tied up/back at all times.

### Jewelry Standards for Employees:

- **EARRINGS:** limited to one matching pair; studs worn (1) in each earlobe.
- **NO** anklets
- **NO** toe rings.
- No visible necklaces are permitted. If a necklace is worn, it must be worn under your uniform.
- One watch on wrist is acceptable, as long as it does not detract from your uniform.
- No more than one plain bracelet on either wrist.
- Limited to one ring per hand, worn on ring finger only (wedding ring set acceptable).
- **NO OTHER JEWELRY IS ALLOWED.**

### Cosmetics and Body Modifications for All Employees:

- **NO** visible piercing with jewelry or implants allowed.
- **NO** tongue rings, piercing or studs.
- **NO** replacement jewelry, such as clear studs or flesh colored Band-Aids.
- **NO** visible tattoos (must be covered with makeup or uniform and approved by Personnel).
- Males may not wear facial makeup, unless under doctor's advice.
- Females are limited to natural, fresh looking, conservative makeup application. All makeup color choices are limited to natural shades.

### Fingernails:

- Fingernails may be manicured with neutral, flesh-toned pale nail polish colors. No blue, green, red or dark colors.
- Nail art is limited to "French Manicure" style only.
- **NO** fingernail jewelry or studs.
- Males may wear only clear nail polish.
- Fingernail length may be no longer than 1/4 " past the end of your finger.
- ALL Food Service positions: Artificial nails OR nail polish may NOT be worn at any time.

**EMPLOYMENT HISTORY**

Please provide a COMPLETE employment history, even if a resume is submitted with this application.

<b>(1) Present/Most Recent Employer</b>	<b>Telephone</b>	Dates Employed		Summarize the nature of the work performed and job responsibilities.
		From Mo/Yr	From Mo/Yr	
Address				
Job Title		Hourly Rate / Salary		
		Starting		
Immediate Supervisor and Title		\$	per	
Type of Employment <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Temporary <input type="checkbox"/> Other		Hourly Rate / Salary		
		Final		
Reason for leaving or why you are considering leaving?		\$	per	
May we contact current employer for reference? <input type="checkbox"/> Yes <input type="checkbox"/> No				

<b>(2) Next Previous Employer</b>	<b>Telephone</b>	Dates Employed		Summarize the nature of the work performed and job responsibilities.
		From Mo/Yr	From Mo/Yr	
Address				
Job Title		Hourly Rate / Salary		
		Starting		
Immediate Supervisor and Title		\$	per	
Type of Employment <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Temporary <input type="checkbox"/> Other		Hourly Rate / Salary		
		Final		
Reason for leaving?		\$	per	

<b>(3) Next Previous Employer</b>	<b>Telephone</b>	Dates Employed		Summarize the nature of the work performed and job responsibilities.
		From Mo/Yr	From Mo/Yr	
Address				
Job Title		Hourly Rate / Salary		
		Starting		
Immediate Supervisor and Title		\$	per	
Type of Employment <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Temporary <input type="checkbox"/> Other		Hourly Rate / Salary		
		Final		
Reason for leaving?		\$	per	

**REFERENCES**

List three references who are NOT related to you and are NOT previous supervisors. For example, you may list three school or personal references who are not related to you.

Name	Telephone	Years Known	In what capacity did this person observe you or your work?

**AVAILABILITY**

**Your availability dates are very important.** Please give serious consideration to the dates you indicate. They will be used for scheduling.

First Available Start Date:

Are you interested in:     Full-Time     Part-Time

**Please indicate below the days and hours available for work.**

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

List any conflicts or prior commitments with dates (e.g. prom, graduation):

Last Date Available:

**SUMMER AVAILABILITY—If employed, notification of change in availability must be in writing and submitted to management. Please keep in mind that attendance of the park increases significantly during weekends and holidays. All team members will be responsible for working during these times of increased attendance.**

**2012 SUMMER SEASON**

**The following calendar represents the operations schedule for the Summer Season. Schedule is subject to change.**

**May 2012**

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**June 2012**

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

**July 2012**

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**August 2012**

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**September 2012**

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

**EDUCATION**

Circle Highest Grade Completed High School  - Diploma  - GED College degree type \_\_\_\_\_ Postgraduate degree type \_\_\_\_\_  
Adding specific information: 9 10 11 12 1 2 3 4 field of study \_\_\_\_\_ years: \_\_\_\_\_ field of study \_\_\_\_\_

Please list the Name and Location of the following learning institutions.

High School:

Jr. College / College:

Are you presently enrolled in school?  Yes  No

Do you have any special training / skills?  Yes  No

If yes, explain \_\_\_\_\_

**EMERGENCY CONTACT INFORMATION — List the Person whom we should contact in case of an emergency during your working hours.**

Name: Telephone (1): Telephone (2):

Address: Relationship:

**PERSONAL DATA**

Note: A yes response below will not necessarily disqualify you from employment, but a dishonest response will.

**Have you ever been convicted of a crime? (Felony or misdemeanor)**  Yes  No

Please omit (1) traffic fines, (2) any conviction the record of which has been expunged under federal or state law, and (3) any conviction set aside under the Federal Youth Corrections Act or similar authority.

If yes, briefly describe date(s): \_\_\_\_\_ & the nature of the crime(s): \_\_\_\_\_

**Are you, as a result of a conviction, a registered sex offender?**

If yes, briefly give details including date, location (state), nature of offense and disposition: \_\_\_\_\_

**Were you ever dismissed or discharged from any employment for reasons other than lack of work or funds?**  Yes  No

**Did you ever resign from any employment rather than a face dismissal?**  Yes  No

**Did you ever receive a discharge from the Armed Forces of the U.S. which was other than honorable, or which was issued for other than honorable circumstances?**  Yes  No

**CERTIFICATION**

**My signature below certifies that I have read, understand and agree to the following:**

**Verification of Data:** I certify that the information contained in this application is correct to the best of my knowledge. I understand that falsification or distortion of this information or a material omission may result in denial of an offer or my immediate termination.

**“At-Will” Agreement:** If I am hired, I agree to conform to Inland Oceans, LLC dba Big Surf’s policies, rules and regulations. I understand that I will be an “At-Will” employee. This means that my employment is at will and can be terminated at any time with or without cause and with or without notice at my option or the company’s option. I further understand and agree that this “at-will” employment relationship will remain in effect throughout my employment unless it is modified by a specific, express written employment contract signed by the President of the company and me and may not be modified by any oral or implied agreement.

**Background Checks:** Employment with Inland Oceans, LLC dba Big Surf may be contingent upon successful completion of a background check which may include, but is not limited to, credit, criminal, DMV, previous employment, education, and personnel references.

**X** \_\_\_\_\_ Signature \_\_\_\_\_ Date

**Please sign and date next page too.**



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## NOTIFICATION AND RELEASE STATEMENT

The information provided in this Application for Employment is true, correct, and complete. If employed, any misstatement or omission of fact on this application may result in my dismissal.

I understand and agree that, if hired, my employment is for no definite period and may, regardless of the date of payment of my wages and salary, be terminated at any time without prior notice and without cause.

I authorize you to conduct an investigation of all statements contained herein, and to obtain a consumer report. I understand that a consumer report which may contain public record information is being requested from USIS DAC Services (DAC), Tulsa, Oklahoma or from a similar Agency. This report may include the following types of information: names and dates of previous employers, reason for termination of employment, work experience, accidents, my credit and personal history etc. I further understand that such report may contain public record information concerning my driving record, workers' compensation claims, Credits, bankruptcy proceeding, criminal records, etc. from federal, state and other agencies which maintain such records; as well as information from USIS DAC (or similar service provider) concerning previous driving record requests made by others from such state agencies, and states provided driving records.

I AUTHORIZE, WITHOUT RESERVATION, ANY PARTY OR AGENCY CONTACTED BY INLAND OCEANS, LLC., (dba BIG SURF) USIS DAC OR A SIMILAR AGENCY TO FURNISH THE ABOVE MENTIONED INFORMATION.

I have the right to make a request to USIS DAC (or similar service Provider) upon proper identification, to request the nature and substance of all information in its files on me at the time of my request, including the sources of information; and the recipients of any reports on me which the service provider has previously furnished within the two year period preceding my request. I hereby consent to your obtaining the above information from USIS DAC (or similar service provider) and I agree that such information which the service provider has or obtains and my employment history with you if I am hired, will be supplied by the service provider to other companies which subscribe to the service provider's services.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date