



Here are some details about the TNT Fireworks Summer Season opportunity:

****TNT has begun the staffing of the store as if this were a typical year, HOWEVER, please understand that if the situation in the state or country changes, we will have to adjust the staff roster and schedule accordingly.**** Also, please know that we will take every precaution possible to keep our employees safe during the season as well.

All employees must be at least 16 years old before June 24, 2020.

- Waxahachie non-profit groups that refer new employees will receive a donation from TNT based on a percentage of store sales and the percentage of hired employees who were referred by the group.
- Referrals do NOT need to be direct members of the group – TNT will donate to your group for any employee hired for the summer that your group referred. Please make sure all referrals know to indicate on the application that your group told them about the opportunity, especially if the referral is not a member of the group.
- PLEASE NOTE: If an employee fails to show up for work, leaves early without permission, or basically displays undesirable behavior, **the non-profit group will not get the donation for that employee**. This does not apply if the employee is sick, has a family emergency, or just wants off and finds someone to cover their shift, etc. This applies to employees who simply don't honor their word and do not come to work when they are scheduled, etc. Employees will be made aware of this policy via email, and it will be discussed in employee training. We absolutely can not have people not showing up for work, particularly on July 4th. That is the day we need the most people, and unfortunately, it is the day most people don't show up for work.

Employees need to be available during the season. The Summer 2020 Season working dates are:

- Truck deliveries/stocking days – dates are not set yet, but they usually come around the end of May or the beginning of June. The schedule is set up so that employees who have fewer hours during the selling season (when the store is open to customers) will have the first chance to work deliveries. If those employees decline, the open hours will be offered to all employees on a first come, first served basis.
- 6/20/20 – Training – ALL employees (even if they have worked at TNT in previous seasons) are required to attend training and will be paid for their hours.
- 6/24/20 – 7/4/20 – these are the dates of the regular selling season, when the store is open to the public.
- *****ALL EMPLOYEES WILL BE EXPECTED TO WORK SOME TIME (not all day, but some time) Friday 7/3/20 AND Saturday 7/4/20 (the store's busiest days).** MOST will be scheduled to work 7/1 and 7/2. If someone can not work 7/3 and/or 7/4, they should not sign up. If employees have scheduling needs regarding times of day ("I need to work evenings on 7/1 through 7/4 because of the Band parade" or "I have to leave before 5 pm on 6/30" etc.), TNT will do its best to accommodate those needs in the order that they are communicated to the manager (it may not always be possible).***
- 7/7/20 – 7/8/20 – Inventory stacking, store clean up etc. – some employees will have the opportunity to help on these days. If they cannot make it, hours will be offered to all employees on a first come, first served basis.
- Individual schedules (specific days, times, etc.) will be discussed privately with employees.

Below are the job descriptions for this summer. ALL POSITIONS pay \$10.00/hr.



- Cashier/Online Orders - Collect customer information and type it into the system, scan items, "upsell" special items at the register, take payment and bag products for customers. Cashiers are often expected to greet customers when there is no Floor Associate scheduled to greet. NEW THIS SEASON: Some cashiers will fill and process online orders. Cashiers will need to help with pre-season deliveries and stacking for inventory on July 7 - 8 as well.
- Floor Associate – The Floor Associate's primary job is stocking (medium/heavy lifting, moving cases, stocking shelves, cleaning up, etc.) but these employees will also be trained for Sales and must be willing to approach and serve customers to boost sales. FA employees will be assigned to stocking shelves in a particular aisle or aisles some days, and on other days, they may be responsible for getting cases from the warehouse and dropping them in the aisles (some days, when it is slow, they will do both). Some FA associates also greet customers, sanitize shopping carts, help load large fireworks assortments into customers' vehicles, fill and process online orders, and break down empty boxes. FA employees will need to help with pre-season deliveries and stacking for inventory on July 7 - 8 as well.
- Hours available - the schedule is set up so that all employees have the opportunity to work about 40-44 hours at \$10.00/hour in the full season (as long as they work all of their own scheduled hours). This fluctuates when people give their shifts to others, etc., so it may not turn out that everyone gets all of these hours, but the schedule is set up so that all employees have the chance at the beginning.
- NEW applicants (people who have never been hired by TNT) need to fill out the attached application and send it to Traci Cook via email (tntwaxahachie@tntfireworks.com) or text a picture of their application to 817/932-2318.
- If applicants have submitted an application for previous seasons, but were never hired, they need to send a new application for this season.
- Former employees (2017, 2018 or 2019) do NOT need to submit a new application. They may contact Traci Cook directly via email or text to express interest in a job with TNT this summer.

In closing, I just want to state again that ANY OFFER OF EMPLOYMENT OR SCHEDULING FOR THE UPCOMING 2020 SUMMER SEASON COULD CHANGE DUE TO THE CURRENT CORONAVIRUS SITUATION. I wish I could tell the future, but I just can't. I'm VERY MUCH hoping that this season will go like all the rest have in the past, but I can't promise that. Thank you for understanding!

Sincerely, Traci Cook

APPLICATION FOR EMPLOYMENT - SUMMER 2020 SEASON

TNT FIREWORKS, 6900 N I-35E, Waxahachie, TX 75165

****If you have been a TNT employee before, there is no need to fill out this application.

Past employees may contact Traci Cook at 817/932-2318 (call or text) or tntwaxahachie@tntfireworks.com to express interest in employment for the Summer 2020 Season.

****NEW APPLICANTS: Please fill out application and email a copy to tntwaxahachie@tntfireworks.com**

You may also take a picture of your application and text it to Traci Cook at 817/932-2318.

We are an equal opportunity employer. All applicants will be considered for employment without regard to race, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

APPLICANT INFORMATION - Please write clearly.

Last Name	First Name	M.I.	Date
Street Address		Apt.	
City	State	Zip	
Phone	Email **Please do NOT use an @stu.wisd.org email address**		

In Texas, the law states that a person must be at least 16 years old to sell fireworks.

Are you at least 16 years old, or will you be 16 before June 24, 2020?

Yes ☐

No ☐

How did you hear about this opportunity?

WHS Band _____ WHS QBC _____ Culture Club _____ Charmers _____ WHS Tennis _____ Other (please specify) _____

AVAILABILITY - Please read: This job is seasonal. To prevent hardship in the event of an absence:

Most employees will need to be available to work on Wednesday 7/1/20 and Thursday 7/2/20, and

ALL employees must be willing to work some time on Friday, 7/3/20 and Saturday, 7/4/20 (both days).

Please write a check mark to indicate days you are available to work. If you are only available at certain times of a particular day, please make a note (for example: June 30, 2020 ✓ evening only.)

I am available to work all of the dates below with no scheduling conflicts. _____

Truck Deliveries/Stocking (dates not decided yet - should be a few dates in late May and June) _____

June 20, 2020 (Training) _____ June 30, 2020 _____

June 24, 2020 _____ July 1, 2020 _____

June 25, 2020 _____ July 2, 2020 _____

June 26, 2020 _____ July 3, 2020 _____

June 27, 2020 _____ July 4, 2020 _____

June 28, 2020 _____ July 7, 2020 _____

June 29, 2020 _____ July 8, 2020 _____

There are 2 types of positions available. Please check ALL positions that you are interested in.

Cashier: cash register, typing, greeting, filling online orders _____

Floor Associate: stocking/loading (medium/heavy lifting), sales, greeting, cart sanitizing _____

Are you legally eligible to work in the United States?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Have you worked or volunteered for TNT before? If yes, when?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Have you ever been convicted of a felony? If yes, please explain.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

EMPLOYMENT HISTORY	
Are you currently employed?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Current/Most Recent Employer	
Company Name	
Address	Phone Number
Supervisor	Responsibilities/Duties
May we contact?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Previous Employer	
Company Name	
Address	Phone Number
Supervisor	Responsibilities/Duties

PERSONAL REFERENCE	
Full Name	How does this person know you?
Address	Phone #

DISCLAIMER AND SIGNATURE
<p>I certify that the information contained in this application is correct to the best of my knowledge. I understand that to falsify information is grounds for refusing to hire me, or for discharge should I be hired.</p> <p>I authorize any person, organization or company listed on this application to furnish any and all information concerning my previous employment, education and qualifications for employment. I also authorize TNT Waxahachie to request and receive such information.</p> <p>In consideration for my employment, I agree to abide by the rules and regulations set forth by TNT Corporate Headquarters and TNT Waxahachie, which rules may be changed, withdrawn, added to, or interpreted at any time, at the sole discretion of TNT and its representatives, without prior notice to me.</p> <p>I acknowledge that my employment may be terminated, or any offer or acceptance of employment withdrawn, at any time, with or without cause, and with or without prior notice at the option of TNT or myself.</p> <p>I UNDERSTAND THAT DUE TO THE EVER-CHANGING NATURE OF BUSINESS SURROUNDING THE CORONAVIRUS AND COVID-19, any offer of employment or schedule I am given may be rescinded or changed without prior notice to me.</p>
<p>Signature _____ Date _____</p>