

FOR OFFICE USE ONLY

HIRE DATE: _____

DEPT: _____

DIST.#: _____



Application for Employment - Oakland

All questions must be answered completely. A resume may be attached to the application form, but does not take the place of the information requested on this form.

FOR OFFICE USE ONLY

CORP. EMP: _____

OAKLAND EMP: _____

RATE: _____

Last Name (As it appears on your Social Security Card)

First Name

MI

Street Address

Apt. #

City

State

Zip Code

Home Phone

Cell Phone

Alt. Phone

Fax

E-Mail Address

Name of person to be notified in case of an accident or emergency

Telephone Number(s)

Do you have a current Guard Card? Yes No

If yes, give number & ALL date information below:

Guard Card #: _____ Date Issued: _____ Expiration Date: _____

Are you employed now? Yes No If so, please provide Company name _____

If you are under the age of eighteen (18), do you have a work permit?

Yes No

If hired, can you provide verification of your legal right to work in the United States?

Yes No

If hired, do you have reliable transportation to and from work?

Yes No

If required for the position, do you have a valid driver's license?

Yes No

Have you ever applied for or been employed by Staff Pro?

If yes, give dates and position applied for:

Yes No Position previously applied for: _____

Have you ever applied for or been employed by any other Security or Crowd Management Company?

If yes, give dates and location of employment:

Yes No Location of previous employment: _____

Have you ever applied for or been employed by a convention center, arena, amphitheatre, stadium or special event venue?

If yes, give dates and location of employment:

Yes No Location of previous employment: _____

Are you able to perform the essential functions of the job for which you are applying without accommodation? Yes No

If accommodations are needed, please list: _____

Have you ever plead guilty or "no contest" to, or been convicted of a criminal offense (felony or serious misdemeanor)? (convictions for marijuana-related offenses that are more than two years old need not be listed) Yes No How many times? _____

If yes, give date & details: _____

Please Note: All applicants are subject to a pre-employment screening prior to receiving job offer. Per the Bureau of Security and Investigative Services, (BSIS) or any other state regulating agency, Staff Pro Inc. **may** not be permitted to hire those individuals with a criminal history. Answering "Yes" to these questions does not constitute an automatic ban to employment. Factors such as age and time of the offense, seriousness and nature of the violation, and rehabilitation will be taken into account. In answering these questions, do not include the following: (1) minor traffic infractions, (2) convictions for which the record has been sealed or expunged, (3) referrals to or participation in any diversion program, or (4) marijuana-related offenses that occurred over two years ago.

Staff Pro Inc. is an Equal Opportunity Employer

I Position desired or area of interest: _____ Date you can start: _____

N Type of employment you are seeking: Full Time Part Time Temporary Summer

T **Availability** Work weekends Work holidays Work morning shifts Work day shifts

R **Check ALL that apply:** Work night shifts Work overtime Work remote locations Work consistently

E How were you referred to our company (check box and write the specific referral source, ad, or website)

S Advertisement: _____ Other: Referral Source: _____

T Current Employee: _____ Internet: _____

E School and address _____ Course of study _____ Last grade completed _____ Did you graduate? _____ Degree or diploma _____

D High School _____ Yes No _____

U College _____ Yes No _____

C Other _____ Yes No _____

A Please indicate any **foreign** languages you:

T Speak _____ Read _____ Write _____

I

O

N

P List former employers, starting with the most recent. You may attach a resume; however company policy requires the following information to be completed in full.

R Employer _____

E Address _____ City, State & Zip Code _____

V Telephone _____ Supervisor's Name _____

I Employed from _____ (mo/yr) To _____ (mo/yr) Salary: Start _____ End _____

O Duties: _____

U Reason for leaving / discharge _____

S If still employed, may we contact this employer? Yes No

E Employer _____

M Address _____ City, State & Zip Code _____

P Telephone _____ Supervisor's Name _____

L Employed from _____ (mo/yr) To _____ (mo/yr) Salary: Start _____ End _____

O Duties: _____

Y Reason for leaving / discharge _____

M If still employed, may we contact this employer? Yes No

E

N

T

REFERENCES

Personal Reference: _____ Phone: _____ Relationship: _____ Years Acquainted: _____

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ACKNOWLEDGMENT

I certify that all answers or statements I have made on this application or on my resume or other supplementary materials are true and correct without omissions. I acknowledge that any false statements or misrepresentations on this application, accompanying resume or supplementary materials will be cause for refusal to hire, or for immediate dismissal from employment at any time during the period of my employment.

I authorize SPI to make any investigation deemed necessary for employment consideration and promotions with the company.

I understand and acknowledge that my employment will be at-will, and may be terminated with or without cause, and with or without notice, at any time at the options of myself or the Company. Only the President and CEO of the Company has the authority to enter into an employment agreement for a specified period of time or for the termination only for cause, and any such agreement must be in writing. Except to the extent I am covered by such a written agreement, I understand and acknowledge that this constitutes the entire agreement between me and the Company regarding the term of my employment and supersedes any other oral or written agreement.

I understand this employment application is not to be construed as a guarantee of employment for a specific time. I further understand that my employment with SPI does not constitute any type of contract, implied or expressed, and such employment will be terminable at SPI's will. My continued employment is dependent on satisfactory performance and the continued need for my services as determined solely by SPI.

I agree to immediately notify the Company if I should be convicted of any crime while my job application is pending or during my period of employment, if hired.

I grant SPI approval, after my termination of employment to release information, which is deemed appropriate regarding my employment with or termination from SPI to anyone who has reasonable basis for making such inquiry. So long as the information disclosed is not known by SPI to be inaccurate, SPI shall not incur any legal liability of any nature in connection with furnishing of such information.

I acknowledge that I have read all of the above statements and that I understand them.

Signature _____ Date _____

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Is This Job For You?



Thank you for your interest in working with Staff Pro at the Oakland. Before taking the time to complete the application and interview for a Guest Services position, we want to inform you more about working as a Staff Pro Team Member.

If chosen, you will become part of a service group that makes up the Staff Pro Guest Services Team. As members of this team we share the goal of providing our guests with a consistent level of friendly, impressive service that enhances their entertainment experience. We want to impress our guests with our welcoming attitude, attentiveness and responsiveness and have our actions and performance exceed guests' expectations. This includes:

- Initiating a sincere, friendly and personal greeting to our guests as they arrive at your stadium entrance, entrance aisle, concourse area or other location.
- Appearing upbeat, alert and attentive to your job; not appearing distracted or disinterested. Making full eye contact with your guests so they know you are focusing your full attention on them.
- Providing guests with helpful directions and/or suggestions that will enhance their trip to the stadium.
- Offering a sincere "thank you" for coming, such as "we are glad you are here" or "we appreciate you coming to the game" as you complete your encounter with each guest.
- Every guest interaction, whether you speak or not, should be accompanied by a smile.
- Always use a natural speaking voice, with a natural inflection and a friendly tone.
- As guests depart, smile, make eye contact and provide an appropriate phrase. Examples: "Good night, have a safe drive home." "Good evening, thank you for coming."

The Team Members we hire have to do a lot of different tasks to ensure that our guests are impressed and want to return to an A's game. Some of the tasks you will perform as a Guest Services Team Member are less glamorous and exciting than others, but as a Team Member you realize they all need to be done, such as:

- Working shifts on holidays, weekdays and weeknights that will extend later in the evenings than other types of jobs.
- Dealing with disorderly and intoxicated guests.
- Wearing the assigned uniform properly and in its entirety.
- Walking up and down sections and standing for extended periods of time.
- Working outside in a variety of weather conditions (i.e. sun, rain, cold and wind).
- Working various parts of the stadium, which are not always in view of the game.

Guest Services Team Members are sincere and positive. They really care about their work and want to do it as seriously and as professionally as possible. This job will provide valuable work experience and will give you the opportunity to work events and make new friends.

Staff Pro Inc. conducts **Standard Pre-Employment Screening (background checks)** on all new hires to substantiate their qualifications for employment.

The report will be generated for employment purposes only and in compliance with the Fair Credit Reporting Act, the Driver's Protection Act, and any applicable state statute(s). **Background checks will be prepared upon being offered a position with Staff Pro Inc.**

By signing and printing your name, you acknowledge that you have read and understood "Is This Job For You?"

Applicants Name (Print)

Applicants Name (Signature)

Date

Grooming and Uniform Standards

Properly Groomed & Attired

Dress, grooming, and personal hygiene standards contribute to the morale of all Team Members and affect the business image Staff Pro presents to the client and guests. During business hours, Team Members are expected to present a clean and neat appearance and to dress according to the requirements of their position. Team Members who appear for work inappropriately dressed may be sent home. Under such circumstances, Team Members will not be compensated for the time away from work.

Uniforms

Team Members are required to wear specific uniforms according to classification. Parts of uniforms will be provided by the Oakland A's. Cleaning and care of all uniform items are the responsibility of the Team Member. Uniforms are to be worn appropriately and appear in good order. Team Members may not alter uniform jackets, turtlenecks or pullovers!

The following items consist of your uniform:

- Solid black shoes with closed toes and closed heels must be worn and in good repair. Athletic sneakers may be worn, if they are solid black only, this includes the sole.
- A jacket and polo shirt will be issued prior to your first shift. Polo shirts are to be worn tucked into your pants. Jackets are not to be tied over your shoulder, hooked on your belt, tied at the waist, lying on the seats, hanging from fencing, etc. Shirts underneath Polo shirts must be solid white and have no design or printing show at any time.
- A solid black or tan belt with small buckle, and Khaki colored "Dockers" style slacks are required as part of the uniform.
- Special Services team members are required to wear their assigned baseball cap at all times.
- Jewelry may be worn in a conservative manner, chains are to be worn out of sight. Special Service Team Members may not wear any earrings or jewelry at all. These policies are for the safety and health concerns of the Guest Services Team Members. Nose rings, eyebrow rings, tongue rings or any other facial or body piercing that is visible will not be permitted, except for the following: No more than two stud earrings per ear may be worn for both men and women. No earrings may dangle from the ear whether pierced or clip on style.
- **All Team Members are to have a pen, pad of paper and a small flashlight at all times.**

The issued Staff Pro/A's uniform is not to be abused or worn except under the scope of employment. It is the Team Member's responsibility to return issued uniforms at the end of the season or upon resignation or termination. The unauthorized sale of Staff Pro/A's equipment or uniforms could result in termination, criminal prosecution, and civil recovery procedures.

Please sign if you have read and understand the above written policies.

Applicants Name (Print)

Applicants Name (Signature)

Date



What you **NEVER** wear in Oakland....



PANTS THAT ARE LONG OR TOO BAGGY OR ANY FADED PANTS



NO CARGO PANTS



NO SHORTS



NO CAPRI PANTS

NONE OF THE BELOW SHIRTS CAN BE WORN UNDER YOUR ISSUED POLO:



SHIRT W/GRAPHICS COLORED OR DESIGNED SHIRT



SHIRT W/RUFFLES



POLO SHIRT



DRESS SHIRT



NEVER WAER HIGH HEELS, OPEN TOE OR OPEN HEEL SHOES LIKE SANDALS. SHOES MUST BE SOLID BLACK ONLY!



STUDED BELTS SOCKS



BROWN BELTS



LARGE BELT BUCKLES



NON-SOLID BLACK



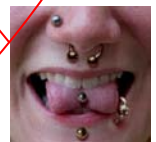
NON - A'S ISSUED HATS



NO UN-AUTHORIZED PINS



NO VISIBLE TATTOOS



NO FACIAL PIERCINGS