

Do you love hair? More importantly, do you love people? Taglio Salon is in the business of doing great hair and taking care of people. If you do not love great hair and taking care of people, then kindly give this back and have a great day, because this ain't the place for you!

Okay, have we got your attention? Read on then. Our salon thrives on people, teamwork and creativity. We all share a common philosophy on hair and strive to service our clients beyond their expectations.

Enough about us though... Tell us about you! Whatever your motivation for choosing this profession; artistic expression, fashion, or you just love making people feel good, it takes a unique individual with a unique skill set to survive and succeed in this industry. Please take your time in answering the application questions – The better we understand what you're looking for, the easier it will be to create a successful working relationship.

We look forward to the opportunity to get to know you during the interview process, and we thank you for your interest in Taglio Salon. Have a great day and conquer evil!

## Taglio Mission Statement

We're not just cutting hair, we're conquering evil!

## Taglio Vision 2015

A vision is what our organization will look like at a particular point in the future. What would you want to see? It should inspire greatness, be strategically sound, positive impact on others, tells others what's in it for them, tells us what we will not do, it helps keep good people.

- "Conquering Evil!"
- 4-6 Thriving Businesses
- More Fun!!!
- Exceptional Hair
- Exceptional Service
- Exceptional Finance
- Educational Resource
- Opportunity and Responsibility to Everyone in the Company

## Taglio Guiding Principles

Guiding Principles, also known as values or ethics, define how we're going to behave, or interact with those around us, en route to attaining our long-term vision and mission. Guiding Principles are not a strategy or goal, but rather the standards we will check against when establishing strategy.

Whatever your values, everyone you work with should be clear on what they are and must agree to live by them during their tenure at Taglio.

- Great Hair!
- Great Service!
- Great Products!
- Educational Resource!
- Build Strong Relationships!
- A Great Place to Work!
- Solid Profits!
- A Great Place To Get Your Hair Done!
- Conquering Evil In Our Community!

## Taglio Three Bottom Lines

### **Bottom Line #1 – Great Hair**

For whatever reason, hair has brought you here. Whatever your motivation artistic expression, fashion, connecting with people, or you just didn't want to spend 4 years in college! It takes a unique individual to be in this industry. Artistic, professional, compassionate, it takes someone with a unique skill set to survive and be successful in this industry.

If you're here you share a passion for hair. We continuously strive to do unbelievable, mind blowing hair. A true craft in a continually growing automated world, you must take pride, be true to yourself and your craft.

Making people feel good about themselves is a true joy. You have the ability to make someone's day or ruin their next few months. Respect your power. Respect others wishes.

### **Bottom Line #2 – Great Service**

Great customer service is very rare to find. For years and years now we have been hearing how hard it is to find good service. Why is that? Its something everyone is looking for and everyone says they are giving it. Where is the flaw in the system? Why can't people deliver good customer service consistently? At Taglio, we all must possess a passion for great service and people. Treat people how you would want to be treated. We go the extra mile for our clients. What does going the extra mile mean? Quite simply, we give the client something they didn't ask for!

We have all had bad customer service experiences before, right? We all need to take those experiences and use them to fight bad service!!! That's right, just another way Taglio Salon conquers evil...eradicating bad service is a primary goal. Giving people what they want. Providing them with great hair and a great environment to get it done in. All the time doing it with passion and purpose.

### **Bottom Line #3 – Great Finance**

This may be a shock to some but Taglio was not created with the sole purpose of making money. Creating a great environment and giving people an opportunity to have a wonderful career in their chosen field were the two primary factors Taglio was established. That being said, no company can stay in business unless it is profitable let alone be successful.

Why should you care about finances and profit? For a lot of reasons. The biggest reason, your paycheck! Don't take it for granted, many salons as well as other businesses have trouble making payroll or don't pay at all. Being profitable allows Taglio to fund many of the programs it offers such as health insurance, 401k plans, educational programs, paid holidays/vacations and many more. Being a financially responsible member of our team allows us to grow these programs and create more opportunity for everyone in the company. Being aware of the financial health of the organization helps create a healthy perspective. There is often a misconception that the owners make all the money, truth is, the profit margins in the industry are very low and it is crucial that we keep a mindful eye on this bottom line.

## General Information

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_ How Long: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Cellular: \_\_\_\_\_

Are you a U.S. citizen?  Yes  No If not, what type of visa do you hold? \_\_\_\_\_

Do you have a valid drivers license?  Yes  No Are you at least 18 years old?  Yes  No

Have you ever been convicted of a criminal offense?  Yes  No Details: \_\_\_\_\_

## Education Information

High School (check years completed)  1  2  3  4 Name and Location: \_\_\_\_\_

Dates From: \_\_\_\_\_ To: \_\_\_\_\_ Degree or Diploma Received: \_\_\_\_\_

College (check years completed)  1  2  3  4 Name and Location: \_\_\_\_\_

Dates From: \_\_\_\_\_ To: \_\_\_\_\_ Degree or Diploma Received: \_\_\_\_\_

Business or Trade School attended: \_\_\_\_\_

Current State of Arizona Cosmetology License:  Yes  No

License Number: \_\_\_\_\_ Year Received: \_\_\_\_\_ Expiration: \_\_\_\_\_

## Skills and Qualifications

Summarize any additional training, skills, special activities, licenses, and/or certificates that may qualify you as being able to perform job-related functions in the position for which you are applying.

# Employment Application (cont.)



## Employment History (Most Recent Position First)

Company Name: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
Company Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Kind of Business: \_\_\_\_\_ Position Held: \_\_\_\_\_  
Name of Supervisor: \_\_\_\_\_ Dates Employed From: \_\_\_\_\_ To: \_\_\_\_\_  
Earnings per Month at Start: \_\_\_\_\_ When Leaving: \_\_\_\_\_  
Reasons for Leaving: \_\_\_\_\_

Company Name: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
Company Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Kind of Business: \_\_\_\_\_ Position Held: \_\_\_\_\_  
Name of Supervisor: \_\_\_\_\_ Dates Employed From: \_\_\_\_\_ To: \_\_\_\_\_  
Earnings per Month at Start: \_\_\_\_\_ When Leaving: \_\_\_\_\_  
Reasons for Leaving: \_\_\_\_\_

Company Name: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
Company Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Kind of Business: \_\_\_\_\_ Position Held: \_\_\_\_\_  
Name of Supervisor: \_\_\_\_\_ Dates Employed From: \_\_\_\_\_ To: \_\_\_\_\_  
Earnings per Month at Start: \_\_\_\_\_ When Leaving: \_\_\_\_\_  
Reasons for Leaving: \_\_\_\_\_

Company Name: \_\_\_\_\_ Telephone #: \_\_\_\_\_  
Company Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Kind of Business: \_\_\_\_\_ Position Held: \_\_\_\_\_  
Name of Supervisor: \_\_\_\_\_ Dates Employed From: \_\_\_\_\_ To: \_\_\_\_\_  
Earnings per Month at Start: \_\_\_\_\_ When Leaving: \_\_\_\_\_  
Reasons for Leaving: \_\_\_\_\_

# Employment Application (cont.)



## References (please list three)

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_ Years Known: \_\_\_\_\_

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_ Years Known: \_\_\_\_\_

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_ Years Known: \_\_\_\_\_

Are you available to work  Full Time  Part Time Available to start on: \_\_\_\_\_

If part time, when are you available to work?

Monday  AM  PM

Friday  AM  PM

Tuesday  AM  PM

Saturday  AM  PM

Wednesday  AM  PM

Sunday  AM  PM

Thursday  AM  PM

What are your pay requirements? \_\_\_\_\_

Are you looking for a specific position? \_\_\_\_\_

Can you perform the essential functions of this position? \_\_\_\_\_

## About You

After reading through the introductory packet, do you feel you would be an active member of our team and support the Mission, Vision, Guiding Principles, and the 3 Bottom Lines of Taglio Salon? How and why?

Taglio Salon is a high-volume business with a work day that can be long and stress filled. What makes you believe you can perform well and excel under these working conditions?

## Employment Application (cont.)



Taglio Salon is a very service-oriented business. What does great service mean to you?

What are you passionate about?

If a client expresses dissatisfaction with their service or services, how would you respond?

As a Taglio team member, what do you expect from your manager and supervisors?

When we check your reference, what do you think they will say is your greatest strength and weakness, why?

# Employment Application (cont.)



As an applicant for employment with Taglio Salon, I attest that all of the above information is true to the best of my knowledge. I give permission to Taglio Salon to perform the required background, criminal and credit checks as a condition of employment. If hired, I recognize that I will be required to give permission to Talon Salon to perform random drug testing throughout my employment.

Signed \_\_\_\_\_ Date: \_\_\_\_\_

*For Internal Use:*