

Working at Total Landscapes

Employment Overview and Application Form

Thank you for your interest in joining our team at Total Landscapes. Please review the following information about our company and work environment before filling out the Application Form below.

History

Attleboro Farms nursery, greenhouse and retail garden center is located in North Attleboro, Mass., and has served communities in Massachusetts and Rhode Island since 1976. We grow and sell a variety of plants and garden supplies, including annuals, perennials, vegetable starter plants, shrubs, trees, mulch, lawn & garden fertilizer, pest management products, seasonal decor and more.

Total Lawn & Landscape, established in 1985, provides property maintenance and management services, as well as landscape and hardscape design and installation, to residents and businesses in Massachusetts and Northern Rhode Island.

Total Lawn & Landscape and Attleboro Farms were combined and renamed "Total Landscapes" in 2024 and remains a family businesses owned by lifelong North Attleboro residents Kris and Deb Kieon.

Employee expectations

At Total Landscapes, we value outstanding customer service and quality products, as well as educating our customers to encourage success in their lawn and garden pursuits. Our team members are an important part of that success.

Employees are expected to be dependable, arrive at work consistently on time, offer polite and helpful interactions with customers/clients, greeting them as they arrive in the retail store, and be willing to "go the extra mile" to get the job done. Team members are expected to ask, "Is there anything else that needs to be done?" when they've completed a task and before ending each shift. Team members are given work uniforms that they are expected to wear and will dress in a neat, clean and professional manner. Some weekend work is required.

As an employee of Total Landscapes, you will offer polite, prompt, enthusiastic and courteous service to our customers. Service with a smile is key to our success!

Our staff is outgoing, caring, helpful and hardworking. Questions and "teaching moments" are encouraged from our team members, as well as customers. We expect team members

to complete their work in a timely manner and continually learn about our products and practices.

Use of cell phones for non-work purposes is NOT permitted.

Physical work environment

Team members work indoors and outdoors in all types of weather, including sun, heat, cold, rain, wind, and snow during our seasonal employment. Positions at Total Landscapes are physical; the work requires frequent bending, lifting, and standing or walking for the duration of each shift. Note: Employees are expected to lift at least 40 lbs. (a 5-gallon shrub or a 2-cubic-foot bag of soil).

If the above qualities and expectations are a fit, we encourage you to complete the following job application and email it to hello@attleborofarms.com for Garden Center jobs or kris@totall.net for Landscaping jobs. Or you can print and deliver the completed application to our team at Total Landscapes, 491 Hickory Road, North Attleboro, MA 02760

APPLICATION FORM FOR TOTAL LANDSCAPES

Federal law prohibits discrimination in employment practices because of race, religion, gender, age, handicap, sexual orientation, citizenship status or national origin. We are an equal opportunity employer. Attleboro Farms reserves the right to require drug tests of any potential employee.

Position Information

Today's Date: _____

Date available to start: _____

Position desired: _____

Check preference: Full Time Part Time Temporary Seasonal

Personal Information

Name: Last _____ First _____ Middle Initial _____

Address: Street _____

City _____ State _____ Zip _____

Are you at least 16 yrs. old? Yes No Are you at least 18 yrs. old? Yes No

Driver License Number: _____ State: ____

Phone Number: _____

Other last names used while working, if any: _____

Is there any reason why you will not be able to get to work regularly and on time?

Yes No If yes, explain:

Are you lawfully permitted to work in the US? Yes No
Rate of pay desired: _____ Have you worked here before? Yes No
May we contact your present employer? Yes No Previous employer? Yes No
Have you ever been dismissed or forced to resign from any employment? Yes No
If yes, identify name(s) and relevant date(s): _____
Have you ever been convicted of or pleaded guilty to a criminal offense? Yes No
If yes, give specifics: _____

Education

Please include school name, start and completion dates, Major/Degree/Certificate earned.

High School:

Undergraduate:

Additional Education/Training:

Employment History

In the following spaces, please give a complete record of your employment. Begin with your most recent employment and work back.

1. Employer: _____ From: _____ To: _____
Address: _____ Phone #: _____
Supervisor _____ Position(s): _____
Duties: _____
Reason for Leaving: _____

2. Employer: _____ From: _____ To: _____
Address: _____ Phone #: _____
Supervisor _____ Position(s): _____
Duties: _____
Reason for Leaving: _____

3. Employer: _____ From: _____ To: _____
Address: _____ Phone #: _____
Supervisor _____ Position(s): _____
Duties: _____
Reason for Leaving: _____

Personal/Work References

List the names of three individuals who know you personally and can give insight into your character. These individuals **may not** be relatives.

- 1. Name: _____ Position: _____
 Company name or affiliation: _____
 Phone #: _____
- 2. Name: _____ Position: _____
 Company name or affiliation: _____
 Phone #: _____
- 3. Name: _____ Position: _____
 Company name or affiliation: _____
 Phone #: _____

Please carefully read the following statement:

The facts set forth above are true and complete. I hereby authorize investigation of all statements contained in this application and full disclosure of my prior education, work records and motor vehicle records, as well as my credit history, if applicable. I understand that employment is contingent upon this investigation and, if employed, false or misleading statements in this application shall be considered sufficient cause for dismissal. I hereby release Total Landscapes, any prior employer, school or credit reporting agency, motor vehicle reporting agency, including their agents, employees, representatives or attorneys, from all liability which may arise from the providing or use of any personal, employment, school or credit references, motor vehicle reports, and from any obligation or provide me with written notifications of such disclosure. I understand that this may include a record of disciplinary action assessed by previous employers or schools. I also understand that, if employed, I will initially be placed on probationary status. **No Contracts of Employment** I recognize that this application is not an offer to enter into a contract or a contract of employment. I further recognize and agree that if I am employed by Total Landscapes, such employment will not result in a contract for employment and that my employment may be terminated at any time for any reason.

I have read, understood, and accept the accompanying History, Policies and Expectations.

Signature: _____ Date: _____

-----Section below for Total Landscapes Personnel Only-----

Date Received: _____

By:-----