



5552 Bucktown Rd. Williamsburg, OH 45176 | 513.625.9441 | support@grantsgreenhouses.com

Employment Application 2026

Full or Part Time | Seasonal Farmworker

Thank you for your interest in working with us! We are a small family business with two locations. Our main busy season is March through October. We primarily do farm/greenhouse work involving growing plants and selling them to our customers. Overall, this is a physically demanding job that we do in all weather conditions, but we have a lot of fun doing it and it keeps us active. We try to be straight forward in this application to keep everyone's expectations of this job realistic.

There are a few non-negotiable qualities we look for regardless of position:

- We only accept applications for people who are 16 years of age or older. We strongly prefer 18+.
- All employees must be friendly and welcoming to customers and fellow employees. We can teach you everything you need to know for the job, but we can't teach you to have a positive attitude.
- Weekend availability is required. If you are unable/unwilling to work on the weekends, you most likely will not be a good fit.
- Prioritize this job in your schedule. We are extremely flexible and will set expectations for scheduling before you begin. Once you have a schedule, you are expected to stick to it. If you are someone who often calls off, shows up late, has emergencies pop up, is sick frequently, etc. this isn't going to be a good fit. Our work is time sensitive (plants like to be watered daily or they die) so you can't just do the work another time. If you said you are going to be here, then we expect you to be here. Obviously, emergencies do happen, and we understand that, but not weekly.
- Physical ability to work. To be honest, we have multiple part time people who work for us just because they like the physical activity. On the other hand, we have people who think they want to work outside and quit their desk job only to find it is substantially more difficult than they thought. You will be on your feet pretty much all day. We move plants around constantly and they can be heavy. One thing we like to be upfront about is that everybody pulls weeds. Regardless of age, gender, pay rate, full/part time, etc. everyone pulls weeds. This is sometimes a deal breaker for people when they are crawling under a table pulling weeds, so it's important that you know. Additionally, you will be asked to do all kinds of tasks. Sometimes that is moving furniture, loading bags of mulch, picking up pallets, carrying heavy trees, etc. This is true for all locations. We fill our own flats, move all of the hanging baskets by hand, load and unload trucks by hand, etc. Nobody only does the planting, or only does cashiering, or only does xyz. Everyone helps with everything that needs to be done.
- Ability to handle different weather conditions and temperatures. If you've never been inside of a greenhouse for 8+ hours on a sunny day in July, you probably don't realize how hot it is. If you can't handle the heat, this isn't going to be the job for you. You will be sweaty and uncomfortable. On the flip side, sometimes in early spring or the Christmas tree selling season it is freezing cold.

Work ethic expectations:

In theme of being upfront, it's important to know the type of individuals we hire. If you are the type of person who wants to clock in and be on their phone, pace around, and not really know what's going on this is absolutely not the job for you. We like people who are constantly on the move and looking for things to do. We want people who are responsible enough to complete tasks that they are given as quickly as possible without supervision. Additionally, we look for people who can identify tasks that need to be completed without being told. People who are fast paced and always looking for something that can be done are the type of people who do best here. We do frequently set time expectations on tasks that can be measured and expect employees to meet those standards.

Scheduling expectations:

Our main busy season is March through May, but we do keep typically keep some staff throughout the summer. We will be busy again in September/October and then we host a Christmas market in November and December.

We are primarily interested in people who can work 40 hours per week. However, we will also consider part time. We require at least three full (nine hour) work days for part time employees. We generally are not interested in people who can only work partial days. *We still accept applications from people with all types of scheduling availability just in case we have openings.*

For full time employees we require weekend availability. By that we basically mean every weekend from March through December. We're fine with a weekend day off here and there (not in April/May) but in general we require most weekends since that is when the majority of our sales take place. For part time employees we require at least one weekend day.

Our schedule typically works out well for college students who can start in early May and work through the end of June, maybe a little bit into July.

If you think you might not meet our scheduling expectations, but really want to work here, it's still worth applying to see if we could use your help in any way.

Payment expectations:

We pay weekly via direct deposit (Thursday to Wednesday, pay day on Friday). If you cannot receive direct deposit you won't be able to be paid. We generally start everyone at \$12/hour unless you already have experience in the industry. Raises will depend on the value you bring to the team. Generally people who are observant, quick learning, move faster than expected, and show up on time will receive a raise within a month. People who return season to season will also receive a raise.

Qualification Checklist

Please check all of the following statements if they apply to you.

_____ I am able and willing to work on the weekends

_____ I have reliable transportation (i.e. my own working car and driver's license) and can be at either Grant's Farm or Grant's Garden Center on time for my scheduled shift

_____ I understand that I am applying for a seasonal position, and employment can/will end at an undetermined time

_____ I am known for maintaining a positive attitude and being a great person to work with

_____ I love assisting customers

_____ I have a general understanding of how an iPad works (i.e. I have used one before and know where the home button is, and what an app is).

_____ I can work shifts longer than 8 hours in length- I am here to get the job done and not necessarily leave at 5pm every day.

_____ I understand my shift will start 10 minutes before store opening time and I will be on time

_____ I realize this is a farm and I am ok with having only a porta potty as a restroom

_____ If it is the stated closing time and a customer is still shopping, I will happily wait for them to complete their purchase before leaving.

_____ I understand I may be scheduled for shifts other than at my primary work location

_____ I would consider myself highly reliable, and my references will confirm this.

_____ I am not afraid of farm pests/ understand I may encounter them (mice, snakes, spiders, etc.)

_____ I understand I will be asked to do physical labor such as pulling weeds from under tables

_____ I am ok with being photographed and understand my images may appear on social media

_____ I can lift 50 pounds (straw bales, bags of mulch and fertilizer)

_____ I can handle being in a 100+ degree greenhouse for the length of my work day

Additionally, here are a few things you should note:

- We only pay for hours worked- there are no paid sick or vacation days.
- This is a seasonal position. Some positions will end in June, some in October.
- As we are operating in the agriculture industry and your job description is "farmworker" we do not pay overtime (FLSA(29 USC §201 et seq.; 29 CFR Parts 510 to 794))
- Open House weekend is April 25 & 26, 2026. We require all employees to work this weekend and the following three weekends **including** Mother's Day weekend.
- This job requires outdoor physical activity in all weather conditions.
- You must be able to lift 50+ pounds.

Grant's Farm & Greenhouses
Application for Employment

General Information for tax purposes:

Name: _____ Gender: _____

Date of Application: _____ Marital Status: _____

Address: Street _____ School District: _____

City _____ State _____ Zip _____

Phone Number: _____ Email address: _____

Date of Birth: _____ Social Security: _____

When are you available to begin work: _____

Are you looking for full-time or part-time? _____

Which locations are you applying for? _____ (Grant's Farm or Grant's Garden Center)

Have you worked here in the past? What dates and why did you leave? _____

Education:

High School Attended: _____ Date of Graduation: _____

College Attended: _____ Date of Graduation: _____

Any other education:

Any horticulture specific experience:

Work Experience:

Are you currently employed?

May we contact your current employer?

Please list your two most recent jobs:

1) Employer:

Address:

Phone Number:

Position:

Work performed:

Dates employed:

Pay rate:

Reason for leaving:

2) Employer:

Address:

Phone Number:

Position:

Worked performed:

Dates employed:

Pay rate:

Reason for leaving:

Additional Information: (answer yes or no for four questions)

1. Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? Proof of citizenship or immigration status will be required upon employment.
2. Have you been convicted of a felony within the last 5 years? If yes, please explain.
3. Are you physically able to lift 50 pounds?
4. Are you physically able to perform the duties for which you are applying?

Professional References:

Please list two **professional** references of people who can attest to your character and work ethic. At least one reference must be someone who has managed you (supervisor, coach). No "family" or "friends."

1) Name:

Number:

Relation:

2) Name:

Number:

Relation:

Availability:

Please cross off any days that you are not available to work:

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

Applicant's Statement:

I certify the answers given herein are true and complete to the best of my knowledge.

I certify I have read and understand this job application. I fit the criteria and can perform the job duties.

Additionally, I understand I am applying for a seasonal position without over-time pay.

Signature of Applicant: _____

Date: _____