

Frequently Asked Questions (FAQs): The Interview Process

Q. What should I wear to my first Interview?

A. Dress nice, but comfortable! Clothes you would go to school in should suffice; however try to stay away from sweatpants, baggy tees, etc.

Q. Do I need to fill out all of the paperwork prior to my scheduled interview?

A. YES!!! We conduct Group interviews of 5-7 people at a time. It is imperative that you are prepared as to not delay the whole group.

Q. What time should I arrive to my interview?

A. Arriving 10-15 minutes early is highly encouraged, to ensure you can find our office and parking in a timely manner. If for any reason you are going to be late, please alert our office ASAP as we conduct group interviews. If you are only a few minutes late we can normally accommodate, however more than 10 minutes late your interview will have to be rescheduled. Arriving more than 15 minutes early is unnecessary!

Q. What paperwork should I bring?

A. Paperwork should include the 2018 Application Packet (separate from the online app), 2018 W4, I-9 Form, and Work Permit for Minors. You must also bring a current and valid photo ID (License, Passport, Student ID, Green Card) and a Social Security Card or US Birth Certificate. If you have any questions or do not understand the Paperwork, please call our office for help prior to your interview date.

Q. Where do I find the Work Permit for Minors?

A. The Instructions for the WPM is on our website under "Apply Now". You will have to go to the DLLR website <https://www.dllr.state.md.us/ChildWorkPermit/web/content/Home.aspx> fill out the online permit, print it, and sign it! Please do not fill out the "Special Permit" as that is for student actors, dancers, etc.

Q. Do I need to already be certified before I apply?

A. While it is preferred, nope! We can help you find a class after your interview. You must be 15 years old, and completed Lifeguard Training by May 26th, 2018!

Q. How long is the Interview?

A. That all depends on how many people are in your group, if you all have your paperwork completed, and how many questions the group has for the Interviewer! As long as you show up prepared with Paperwork, your interview should not exceed 1 hour.

Q. Should my parents come to the Interview?

A. ***We request that Parents, Siblings, Friends, Guardians, etc. please wait in the car or Flower Hill Starbucks until the end of your Interview.*** If you are under 18, your parent will have 3 forms to fill out **BEFORE** you come in for your interview! They will have to sign 3 different sections on the 2018 Application Packet, 1 section on the Work Permit for Minors, and the "Preparer" section on the I-9.

Q. Is there anything I should not do?

A. Chewing gum, eating, texting, talking, etc. are not recommended during an Interview as it can be considered rude.

Q. Is there anything I should do?

A. Bring a pad of paper and pen to take notes! Do some research before you come in and check out our social media to see what we are all about. Ask questions and stay engaged with the Interviewer to make a good impression. Confidence is key, smile and have fun.

If you have any additional questions, please call our office! Our staff is always willing to help! Please remember that we prefer to speak to the prospective employee. So parents, sit down with your child and outline what they should be asking and how to talk to a new employer. Don't worry, we know it's their first interview!

Good Luck! We can't wait to meet you!