

# Employment Application

Casting/CareerStart Recruiting Office – P.O. Box 10,090  
Lake Buena Vista, FL 32830-1000 – (407) 828-1000



**PLEASE PRINT IN BLACK INK ONLY**

**It is the Company's policy to provide equal employment opportunity in conformance with all applicable laws.**

Name (Last, First, Middle)		Social Security Number (Required) -- --
E-mail Address		Male <input type="checkbox"/> Female <input type="checkbox"/>
Permanent Address	City State ZIP Code	Area Code / Phone Number
<b>Participation in the Disney CareerStart Program requires that you are at least 18 years of age by your scheduled arrival date.</b>		

## EDUCATIONAL HISTORY

Current High School		
City / State	First date enrolled (mo/yr)	Graduation date (mo/yr)

## EMPLOYMENT HISTORY

**PLEASE READ CAREFULLY:** Beginning with your present or most recent job, account for all time including periods of unemployment and military service.

1. Company/Business Name:	Job Title:
Reason for Leaving:	Dates of Employment Start: End:
2. Company/Business Name:	Job Title:
Reason for Leaving:	Dates of Employment Start: End:
3. Company/Business Name:	Job Title:
Reason for Leaving:	Dates of Employment Start: End:

## PERSONAL INTERESTS

Additional Skills/Training
Language Skills
Hobbies

## GENERAL INFORMATION

Have you ever been employed by The Walt Disney Company or any of its affiliated companies?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Have you ever applied with The Walt Disney Company or any of its affiliated companies?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

## PERSONAL DATA

In accordance with the Immigration Reform Act of 1986, any offer of employment is conditioned upon satisfactory proof of applicant's identity and legal ability to work in the United States.

Can you submit verification of your legal right to work in the United States? ☐ Yes ☐ No

Are you able to work Saturdays and Sundays, days and nights, holidays and overtime? ☐ Yes ☐ No

How did you hear about the program? (check one only please)

☐ E-mail ☐ Former Participant ☐ Sidewalk Chalk ☐ Word of Mouth ☐ Poster/Flyer ☐ Classroom Announcements  
☐ Parent ☐ Information Table ☐ FastWeb.com ☐ Newspaper ☐ Website ☐ Faculty/Career Services  
☐ Web Ad ☐ MonsterTRAK.com ☐ Career Fair ☐ Television ☐ Magazine ☐ Radio ☐ Other \_\_\_\_\_

If an offer of hire is made, a complete criminal history background check, including fingerprints, will be done. Employment and continued employment is contingent upon the results. The fingerprints will be sent to the FDLE and then to the FBI for verification. Please check in the appropriate box that you will authorize this procedure if hired.

☐ Yes I agree to provide my fingerprints and I authorize the criminal history background check to be performed prior to, and at any time during, my employment.  
☐ No I do NOT authorize the background investigation and will NOT agree to provide my fingerprints and ask that my application not be considered further.

Have you ever been convicted of or entered a plea of guilty to a criminal offense (felony or misdemeanor) other than a minor traffic violation? **NOTE: DUI is a crime** and is **NOT** a minor traffic violation. A "yes" response will not necessarily disqualify an applicant from employment. Failure to answer this question accurately could cause denial of employment or termination of employment.

☐ Yes ☐ No

Any instances of the foregoing should be provided, even if you have been advised by an attorney, probation officer, or law enforcement officer that the record is sealed or expunged, as the FDLE and FBI criminal history search will reveal the occurrence. Any criminal record not disclosed by you may be considered falsification of this application, which may result in revocation of your employment offer, or termination of your employment. **NOTE:** Answering "yes" to this question will not necessarily be a bar to employment. If you are answering yes, please describe, on the Statement form provide by your interviewer, the details of the offence and its disposition.

Do you currently have any criminal charges pending against you? **NOTE:** Answering "yes" to this question will not necessarily be a bar to employment.

☐ Yes ☐ No

If you are answering "yes", please describe, on the Statement form provided by your interviewer, the details of the pending charges.

If you are unsure how to answer this question, please place an "x" in the following box and discuss this with your interviewer during your interview.

☐ Yes, I wish to discuss.

If an offer of employment is made, I agree to submit to a physical examination and to subsequent physical examinations when requested by the Company. I further agree to forfeit my statutory rights to ownership of any lost or abandoned personal property found by me on the Company's property. I authorize my present and former employers and other individuals to give information concerning me, whether or not it is in their records, and I release them and their companies from any liability whatsoever. I also authorize the Company to give information concerning me, whether or not it is in its records, to prospective employers in the future, and release the Company and its employees from any liability whatsoever.

**I CERTIFY THAT ALL STATEMENTS GIVEN ON THIS APPLICATION ARE CORRECT. I REALIZE THAT FALSIFICATION OR MISREPRESENTATION, INCLUDING OMISSION, OF THIS OR ANY OTHER PERSONNEL RECORD MAY RESULT IN MY DISCHARGE REGARDLESS OF WHEN SUCH FALSIFICATION OR MISREPRESENTATION OR OMISSION IS DISCOVERED. IN THE EVENT OF EMPLOYMENT, I AGREE TO ABIDE BY ALL PRESENT AND SUBSEQUENTLY ISSUED RULES OF THE COMPANY, AND RECOGNIZE THAT MY EMPLOYMENT IS AT WILL AND CAN BE TERMINATED AT ANY TIME BY ME OR BY THE COMPANY WITH OR WITHOUT CAUSE, OTHER THAN FOR A REASON WHICH IS PROHIBITED BY LAW. I UNDERSTAND THAT (EXCEPT FOR A WRITTEN EMPLOYMENT AGREEMENT FOR A FIXED TERM) NO REPRESENTATIVE OF THE COMPANY HAS AUTHORITY TO ENTER INTO ANY AGREEMENT WITH ME FOR A SPECIFIED PERIOD OF TIME, OR THAT IS NOT TERMINABLE AT WILL BY ME OR THE COMPANY, OR TO MAKE REPRESENTATIONS CONTRARY TO THE FOREGOING.**

Also, in the event of employment, and in consideration thereof, the Company and any person or concern it may authorize, shall be entitled, without further consent to copyright, sell or use in any manner, any picture or photograph of me (including still, video, or motion picture), or recording of my voice.

I HAVE CAREFULLY READ AND AGREED TO THE ABOVE:

PRINT NAME: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

## Role Checklist

**Directions:** The following roles are available at the *Walt Disney World®* Resort as part of the Disney CareerStart Program. The descriptions listed below provide an overview of the responsibilities included in each role. It is important to note that each role may include, but is not limited to, the descriptions below. ***All roles may include prolonged exposure to outside elements, including heat and humidity, cold temperatures, and wet conditions.***

Please read all role descriptions carefully. Check the boxes of the roles you are interested in performing. Please note that, based on your interview, you may be considered for roles that you have not checked.

☐ **Quick-Service Food and Beverage**

*Responsibilities may include:*

- Selling food and beverages at outdoor carts and/or indoor restaurants
- Taking and filling orders, multi-tasking
- Preparing and assembling food items in a kitchen area, including the use of a fryer, grill, broiler, and other industrial cooking equipment
- Cash handling - both manual and using computerized registers
- Bussing tables, cleaning kitchen and counter equipment, and emptying trash cans
- Dispensing and selling alcoholic beverages
- Setting and stocking tables, outdoor carts, and restaurants
- Heavy lifting, pushing heavy carts
- Working with cleaning chemicals
- Working independently or as part of a large team
- Standing for extended periods, working outdoors

☐ **Custodial**

*Responsibilities may include:*

- High Guest interaction while working independently
- Extensive cleaning – including restrooms and toilets
- Working with cleaning chemicals and equipment
- Bussing tables in restaurants and outdoors
- Sweeping and mopping
- Emptying trashcans, lifting heavy garbage bags
- Driving pargo carts
- Vacuuming, dusting, and cleaning pool decks
- Providing Guest information
- Standing for extended periods, working outdoors

☐ **Merchandise**

*Responsibilities may include:*

- Demonstrating and selling merchandise in indoor and outdoor areas
- Cash handling - both manual and using computerized registers
- Stocking and cleaning shelves and carts
- Receiving/putting away stock and deliveries
- Stroller/wheelchair rental – including repetitive lifting, stacking, and pushing strollers and wheelchairs
- Preparation of food/candy
- Selling of alcohol and tobacco
- Providing information to Guests
- Approaching Guests and engaging them in conversation
- Preparing packages for shipping/delivery
- Working independently or as part of a large team
- Standing for extended periods, working outdoors

☐ **Attractions**

*Responsibilities may include:*

- Working at one or more of the "rides" or theater shows
- Loading and unloading Guests from an attraction
- Operating sophisticated ride systems
- Memorizing and delivering lengthy narrations on a microphone to large groups
- Handling the evacuation of an attraction when necessary
- Monitoring Guest flow and providing a safe Guest experience
- Assisting with audience control, including during parades
- Operating a motorized vehicle
- Cleaning areas surrounding attractions
- Working with *FASTPASS®*, the ticketing distribution system that confirms attraction ride times

Print Name \_\_\_\_\_

*(continued on next page)*

❑ **Full-Service Food and Beverage**

Full-Service Food and Beverage is a **non-tipped** role.

*Responsibilities may include:*

- Greeting and seating Guests in restaurants
- Managing a seating chart and resolving Guest situations
- Utilizing a computerized reservation/seating system
- Cash handling – both manual and using computerized registers
- Rolling silverware, folding napkins, and keeping area stocked
- Light cleaning, multi-tasking
- Standing for extended periods, working outdoors

❑ **Costuming**

*Responsibilities may include:*

- Issuing costumes to fellow Cast Members throughout Operations and Entertainment Locations
- Operating computerized costume checkout system
- Working around performers in various stages of dress
- Operating basic laundry equipment
- Repetitive overhead reaching, bending, and heavy lifting
- Moving heavy costumes from location to location
- Handling and laundering soiled garments
- Standing for extended periods, working outdoors
- Working independently, with minimal to no Guest interaction

❑ **Lifeguard**

*Responsibilities may include:*

- Monitoring Guests' safety in water and on slides/attractions
- Physically challenging work and prolonged exposure to outside elements
- Providing first aid and basic life support in the event of Guest injury or illness
- Strong swimming skills
- Keeping recreational areas clean
- Providing Guest information
- Standing for extended periods, working outdoors
- During off-peak seasons, assisting other operating areas throughout the *Walt Disney World®* Resort, including performing roles other than lifeguarding

Each individual must be evaluated and certified at the *Walt Disney World®* Resort. All lifeguards must pass a swim test and a vision screening that requires 20/20 vision with or without corrective lenses. In the event you do not pass the swim test described below, you will be placed in another role based on availability.

*Lifeguard Swim Test*

- Swim 200 yards (183 meters) freestyle or breaststroke
- Retrieve a 10-lb (4.5 kg) brick from the deepest section of the pool (minimum 8 feet / 2.4 meters)
- Tread water with hands out of the water for two minutes

**Please be sure to initial statements and sign below**

Please initial here: \_\_\_\_\_ I have read and understand **all** roles as described above.

Please initial here: \_\_\_\_\_ I am able to perform the roles checked above with or without a reasonable accommodation.

Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

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

***Special note to all E-Presentation applicants***

First, **fax** the following completed documents to **407-938-4407**:

1. Application
2. Role Checklist
3. Letter of Recommendation
4. Short Response Form

Then, **mail** these same documents to our office:

**Disney CareerStart Recruiting**  
**Attn: CareerStart coordinator**  
**P.O. Box 10,090**  
**Lake Buena Vista, FL 32830**

Once we have received all four documents, we will contact you to schedule a phone interview.