



- 1.) **What one/two/three things do you consider "most important" during an interview? On a resume?** A few things that I consider "most important" during an interview are the following: Cleanliness/overall appearance, communication skills, and eye contact. On a resume I look for organization, gaps in employment, and experience.
- 2.) **Is there ONE after high school/college class that you think is the MOST important?** The single most important post high school class that I consider most important is/are communication courses. More specifically, interpersonal communication. In today's world of electronics, I think we're losing the ability to communicate effectively, and more importantly, how to handle opinions that may differ from our own.
- 3.) **What does your business do/make/service provided?** My business specializes in providing top quality meat products to my customers. I also sell groceries, but meat and meat products make up 60%+ of my business. My employees and I make over 60 homemade meat products, including 30 different flavors of jerkies. I also specialize in custom processing of deer, pigs, beef, elk, and buffalo.
- 4.) **What is the starting wage for which positions?** I have 3 different positions, and each has a different starting wage. The nightly cleanup is done by a "Stock Boy". This position pays \$10.50/hr. and is typically done by someone under 18. The second position is "Meat Cutter". A Meat Cutter can expect to start out at \$14.00/hr. and must be over 18 years old. The third position that I offer is a "Cashier". This position also requires a person above the age of 18, and starts out at \$12.00/hr.
- 5.) **What types of skills do you think it's important for your employees to have?** There are several skills that I think are important for my employees to have. These include communication skills, the ability to multi-task, basic math skills, and the ability to prioritize certain tasks over others.
- 6.) **How many employees do you have?** Currently, I have 13 employees. Five full time and eight part time.
- 7.) **How often are you hiring new employees or approximately how many new employees have you hired in the last year?** I'm always looking for good help, and sometimes if someone really stands out to me, I'll hire them even if I'm not necessarily looking for help. Last year I hired 2 new employees. My most preferable hiring window is early/mid spring. Living in a tourist area, this allows me time to adequately train new employees in time for the summer season.
- 8.) **Does your company/agency have a 2027 goal it is striving for?** My company does in fact have a goal that we are striving for by 2027. I'm currently working on building a website that would allow us to sell our 30 flavors of jerky online so that we can reach customers nationwide. Part of that goal is also to broaden our forms of advertising to include social media (Youtube, TikTok, Facebook) to allow us to reach those potential customers.
- 9.) **Do you have any current job openings? If yes, give us any information that you would like us to post.** Currently, I have one job opening for a part-time cashier. This position has the potential to turn into a full-time position. The candidate would need to be able to stand for long periods of time, communicate in a friendly manner with customers, and be available to work weekends.
- 10.) **How can someone apply for a job at your company? Online – yes or no? At a staffing agency – if yes, who? Stop in and see you – yes or no?** One can apply to the above position in person, via Indeed, or Michigan Works. However, I prefer to have the candidate apply in person so that I can get a chance to talk with them; this is not a requirement though.