



Sweetbay
SUPERMARKET

Employment Application



(ALL SECTIONS MUST BE COMPLETED IN FULL EVEN IF A RESUME IS INCLUDED)

Today's Date: _____

Position Desired: _____

Date available to start work: _____

Are you willing and available to work:

- Full-time Seasonal
- Part-time

Please list availability:

Sunday _____ Monday _____

Tuesday _____ Wednesday _____

Thursday _____ Friday _____

Saturday _____

Name: _____

Social Security No. _____

Phone Numbers (Home) _____

(Work) _____

Address _____

City _____ State _____ Zip _____

Previous Addresses (for at least the last five years):

Address _____

City _____ State _____ Zip _____

Address _____

City _____ State _____ Zip _____

Address _____

City _____ State _____ Zip _____

Are you at least 18 years old? Yes No

If no, are you younger than 16? Yes No

Educational Background

High School Name _____

Address _____

Course or Major _____

Graduated Yes No

Favorite Courses/Awards Received _____

College Name _____

Address _____

Course or Major _____

Graduated Yes No

Favorite Courses/Awards Received _____

Other School Attended _____

Address _____

Course or Major _____

Graduated Yes No

Favorite Courses/Awards Received _____



Let's Talk

Why are you interested in a job with Sweetbay? _____

Tell us about your favorite foods? What makes them special to you? _____

What was the best job you ever had? What made it special? _____

What ingredients are in your favorite recipe? _____

What interests do you have outside of work that complement your job skills? _____

What types of people do you like to have on your team? What qualities are important? _____

What three items will always be found in your refrigerator? _____

Describe your favorite meal or food experience. What was the setting? Who were you with? What did you eat? _____

What is your favorite restaurant? Why? _____

Describe an example of "world class" customer service that you have experienced. Name a company or two that does "service" really well. _____



◆ The following questions refer to previous employment with Sweetbay, Kash n' Karry, Hannaford & Food Lion or any other Delhaize America companies. If you have ever worked for the company at ANY location (office, store, distribution center) even for one day, please mark "yes." Failure to indicate previous employment may cause future termination or not allow us to consider you for employment, based on falsification of employment information.

Have you ever been employed by Sweetbay, Kash n' Karry, Hannaford or Food Lion or any other subsidiary or affiliated company?

Yes No If yes, when and where? _____

◆ Have you ever been disciplined or discharged for any reason? Yes No If yes, please explain: _____

◆ Are you authorized to work in the United States? Yes No

◆ The following question asks about convictions for crimes or service of probation resulting from criminal charge. If you have ever been convicted (no matter the year) please list this information. Failure to indicate this information may cause future termination or not allow us to consider you for employment.

Have you ever been convicted of a crime (misdemeanors or felonies including any guilty, no contest, adjudication withheld or similar pleas) or served probation (as result of deferred prosecution, pretrial intervention, or other similar agreement)? Yes No

If "yes", give all details: (A "yes" answer does not automatically disqualify you from employment; all circumstances will be considered.)

◆ Are you currently on layoff status, leave of absence or other suspension of employment and subject to recall with another employer? Yes No If yes, give all details: _____

Employment

◆ We need to know about your last ten years of employment. If you need more paper, please ask. If you have never been employed, please write the names of non-relatives who may be contacted for reference. You may include any verified volunteer work.

◆ Are you currently employed? Yes No Temporary Layoff Permanent Layoff

◆ Current or Last Employer

Company _____ Address _____

Telephone No. _____ Supervisor's Name & Title _____

Position _____ Dates Worked (From/To) _____ Rate of Pay _____

Duties _____

Reason for Leaving _____

◆ Previous Employers

Company _____ Address _____

Telephone No. _____ Supervisor's Name & Title _____

Position _____ Dates Worked (From/To) _____ Rate of Pay _____

Duties _____

Reason for Leaving _____

◆ May we contact all the employers listed above? Yes No If not, which ones should we not contact and why?

Please read the following information carefully.

An Equal Opportunity Employer

In compliance with Federal and State equal employment opportunity laws, all qualified candidates will be considered for employment without regard to their race, creed, color, national origin, ancestry, sex, age, marital status, sexual orientation, veteran status, or the presence of non-job related medical conditions or disabilities.

Applicant's Certification and Agreement

The distribution or receiving of this application by the Company does not imply or intend to imply an agreement or contract to employ the applicant. The purpose of this application is solely to allow persons a standardized form on which to submit their qualifications. This application will be considered valid for no longer than three months. Re-application is necessary after three months.

I authorize all persons, schools, employers, and organizations mentioned in this applications to provide the company with any and all information requested by the Company, and I voluntarily release such persons, schools, employers, and organizations from all liability for providing such information.

I understand that in connection with my application for employment an inquiry into my background may include an investigative consumer report, which provides applicable information concerning character, general reputation, personal characteristics and standard of living. I understand that I have the right to make a written request within a reasonable period of time for information as to the nature and scope of any such report.

In the event I am employed by the Company, I agree to comply with all its rules, regulations, and directives. I understand that my employment is for no stated term and is subject to termination at the will of the Company.

I certify that all statements made by me on this application are true and complete to the best of my knowledge and that I have withheld nothing that, if disclosed, would affect this application unfavorably. I understand that falsification, misrepresentation, or omission of facts called for in this application may result in denial of employment or immediate dismissal. I hereby acknowledge that I have read, understand, and consent to the above statements.

I also understand that if offered employment, I must prove my identity and my eligibility to work in the United States, prior to being employed.

I also understand that any offer of employment for a position that is located within any Sweetbay distribution center may be contingent upon my successful completion of a drug and physical screening process.

I certify that I am a genuine applicant for employment and this application is being submitted solely for the purpose of seeking employment with Sweetbay and for no other reason.

AUTHORIZATION TO RELEASE INFORMATION: I agree and understand that Sweetbay and its agents may investigate or seek information concerning my background and/or previous employment, whether of record or not, to the extent and for purposes permitted by applicable federal and state law. I further agree and understand that if employed, the Company may at any time seek any information from whatever source, which in its discretion, it deems relevant information about my employment, to the extent and for purposes permitted by applicable federal and state law. Accordingly, I hereby authorize the previous employers and references listed in my application or any other source contacted by the Company to give the Company any and all information requested by the Company concerning my previous employment or any other information they may have, personal or otherwise. I hereby release the company and its agents, the previous employers, and any other persons or entities whatsoever involved in such an investigation or inquiry from all liability of any kind, including any damages on account of the furnishing of such information.

NO DRUG USE POLICY: Sweetbay does not hire persons who use illegal drugs. All persons seeking employment or employed at Sweetbay may be required to take and pass a screen for illegal drugs, and may be subject to periodic tests for illegal drugs. I hereby voluntarily consent to provide a urine specimen (or blood specimen) as required for alcohol testing only) at a collection facility designated by Sweetbay, and further consent to have the specimen tested at a laboratory selected by Sweetbay I hereby certify that I do not use illegal drugs.

Signature of Applicant

Date

APPLICANTS UNDER 18 YEARS OF AGE

I understand that since I am under 18 years of age that foregoing consent and authorization should be approved by my parent/guardian. Signature by my parent/legal guardian constitutes such approval. Signature by my parent/legal guardian also represents acknowledgement that Sweetbay has the authority to drug test me (if employed) in accordance with the company's Fit For Duty policy at any time during my employment

Parent/Legal Guardian Signature

Date



Sweetbay
SUPERMARKET™