

# DEAN'S

## NATURAL FOOD MARKET

### Application for Employment

Dean's Natural Food Market is an Equal Opportunity Educational Institution and EEO/Affirmative Action Employer committed to excellence through diversity. Employment offers are made on the basis of qualifications and without regard to race, sex, religion, national or ethnic origin, disability, age, veteran status, or sexual orientation.

PLEASE TYPE OR PRINT. Complete the entire application. You may attach a resume, but you must still complete all questions; or your application will be deemed incomplete and may not be considered.

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

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Cell Phone: \_\_\_\_\_ Home Phone: \_\_\_\_\_ Email: \_\_\_\_\_

How did you learn about the employment opportunities at Dean's Natural Food Market? \_\_\_\_\_

Position(s) Desired: \_\_\_\_\_ Pay Desired: \$ \_\_\_\_\_

Can you perform the essential functions of the position for which you are applying? YES / NO  
(Many of our positions require the ability to lift up to and including 50 lbs.)

If no, please explain: \_\_\_\_\_

Are you 18 or older? YES / NO If NO, what is your current age? \_\_\_\_\_

Have you previously worked at Dean's Natural Food Market? YES / NO

If YES, list dates of employment & reason for leaving: \_\_\_\_\_

Do you have any relatives or friends that work for Dean's Natural Food Market? YES / NO

If so, please list their names: \_\_\_\_\_

Location Desired: (circle all that apply): Ocean Shrewsbury Basking Ridge Chester

Date Available to Begin Work: \_\_\_\_\_ Hours Per Week Desired: \_\_\_\_\_

| Availability        | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---------------------|--------|---------|-----------|----------|--------|----------|--------|
| Earliest Start Time |        |         |           |          |        |          |        |
| Latest End Time     |        |         |           |          |        |          |        |

Do you expect any changes in your availability within the next 3-6 months? YES NO

*Dean's Natural Food Market makes an effort to accommodate employee's schedule needs, but we cannot and do not guarantee a set or specific schedule. Because we are a retail store, you may be scheduled to work evenings, weekends and/or holidays.*

**Education:** Starting with the most recent, list the last three schools you attended, the number of years completed and indicate degree or diploma earned.

| School   | # of years completed | Degree |
|----------|----------------------|--------|
| 1. _____ | _____                | _____  |
| 2. _____ | _____                | _____  |
| 3. _____ | _____                | _____  |

**Employment History:** Starting with the most recent, list your last four (4) employers, assignments or volunteer activities, including military experience.

| Employer Name,<br>Address and phone number | Dates of<br>Employment | Position /<br>Salary | Reason for<br>Leaving |
|--|------------------------|----------------------|-----------------------|
| 1. _____<br>_____                          | _____                  | _____                | _____                 |
| 2. _____<br>_____                          | _____                  | _____                | _____                 |
| 3. _____<br>_____                          | _____                  | _____                | _____                 |
| 4. _____<br>_____                          | _____                  | _____                | _____                 |

What skills have you developed in your previous jobs or outside of work that relate to the job for which you are applying?

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Why do you want to work at Dean's Natural Food Market?

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**References:** List the name and telephone number of three business or work-related references who are not related to you. If no prior work experience, list school or personal references who are not related to you.

| Name     | Telephone # | Years Known |
|----------|-------------|-------------|
| 1. _____ | _____       | _____       |
| 2. _____ | _____       | _____       |
| 3. _____ | _____       | _____       |

**PLEASE READ CAREFULLY AND SIGN THAT YOU UNDERSTAND AND ACCEPT THIS INFORMATION.**

I certify that the information on this application and its supporting documents is accurate and complete. I understand and agree that failure to fully complete the form, or misrepresentation or omission of facts, represents grounds for elimination from consideration for employment, or termination after employment if discovered at a later date. I authorize Dean's Natural Food Market to investigate, without liability, all statements contained in this application and supporting materials. I authorize references and former employers, without liability, to make full response to any inquiries in connection with this application for employment. If requested, I agree to submit to a physical exam, criminal and credit background investigation, and/or screening for illegal substances upon conditional offer of employment. I understand that this document is NOT an offer of employment, and that an offer of employment, if tendered, does NOT constitute a contract for continued guaranteed employment. I understand that staff employees of Dean's Natural Food Market serve at-will and the employment relationship may be terminated at any time by either party, for any or no reason, other than a reason prohibited by law. If employed, I will be required to furnish proof of eligibility to work in the United States.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

## Consumer Disclosure

We (**Dean's Natural Food Market**) will obtain one or more consumer reports or investigative consumer reports (or both) about you for employment purposes. These purposes may include hiring, contract, assignment, promotion, re-assignment, and termination. The reports will include information about your character, general reputation, personal characteristics, and mode of living.

We will obtain these reports through a consumer reporting agency. Our consumer reporting agency is General Information Services. GIS's address is P.O. Box 353, Chapin, SC 29036. GIS's telephone number is (866) 265-4917. GIS's website is at [www.geninfo.com](http://www.geninfo.com), where you can find information about GIS's international privacy practices.

To prepare the reports, GIS may investigate your education, work history, professional licenses and credentials, references, address history, social security number validity, right to work, criminal record, lawsuits, driving record, credit history, and any other information with public or private information sources.

You may obtain a copy of any report that GIS provides and GIS's files about you (in person, by mail, or by phone) by providing identification to GIS. If you do, GIS will provide you help to understand the files, including trained personnel and an explanation of any codes. Another person may accompany you by providing identification.

If GIS obtains any information by interview, you have the right to obtain a complete and accurate disclosure of the scope and nature of the investigation performed.

Please sign below to acknowledge your receipt of this disclosure.

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Signature

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Date

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Printed Name

## Consumer Authorization

**Authorization:** By signing below, you authorize: (a) General Information Services (“GIS”) to request information about you from any public or private information source; (b) anyone to provide information about you to GIS; (c) GIS to provide us (**Dean’s Natural Food Market**) one or more reports based on that information; and (d) us to share those reports with others for legitimate business purposes related to your employment. GIS may investigate your education, work history, professional licenses and credentials, references, address history, social security number validity, right to work, criminal record, lawsuits, driving record, credit history, and any other information with public or private information sources. You acknowledge that a fax, image, or copy of this authorization is as valid as the original. You make this authorization to be valid for as long as you are an applicant or employee with us.

The Consumer Financial Protection Bureau’s “Summary of Your Rights under the Fair Credit Reporting Act” is attached to this authorization. If you are a New York applicant, a copy of New York’s law on the use of criminal records is attached. By signing below, you acknowledge receipt of these documents.

**Personal Information:** Please print the information requested below to identify yourself for GIS.

Printed name:

\_\_\_\_\_

|       |  |      |
|-------|--|------|
| First | Middle ( <input type="checkbox"/> none ) | Last |
|-------|--|------|

Other names used:

\_\_\_\_\_

Current and former addresses:

|            |          |        |                   |  |  |
|------------|----------|--------|-------------------|--|--|
|            | current  |        |                   |  |  |
| from Mo/Yr | to Mo/Yr | Street | City, State & Zip |  |  |
|            |          |        |                   |  |  |
| from Mo/Yr | to Mo/Yr | Street | City, State & Zip |  |  |
|            |          |        |                   |  |  |
| from Mo/Yr | to Mo/Yr | Street | City, State & Zip |  |  |

Some government agencies and other information sources require the following information when checking for records. GIS will not use it for any other purposes.

|                                 |                               |
|---------------------------------|-------------------------------|
|                                 |                               |
| Date of birth                   | Social security number        |
|                                 |                               |
| Driver’s license number & state | Name as it appears on license |

**Report Copy:** If you are applying for a job or live in California, Minnesota, or Oklahoma, you may request a copy of the report by checking this box: .

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date