



APPLICATION FOR EMPLOYMENT

PLEASE READ THIS APPLICATION THOROUGHLY AND COMPLETE IT HONESTLY.
GRASSROOTS NATURAL MARKET PERFORMS A DETAILED BACKGROUND
INVESTIGATION ON ALL FINAL CANDIDATES.

IMPORTANT NOTICE: If you need assistance in completing this application, please contact a Grassroots Natural Market Store Manager. Applicants should be extremely careful as they complete this application.

Grassroots Natural Market ("GNM") utilizes a sophisticated and detailed background and pre-employment investigation process. This process frequently discloses inaccurate, false, and/or incomplete or omitted information. Should this process determine any inaccurate or incomplete information, it will result in you either being disqualified from employment with GNM as an applicant, or it will result in termination if discovered subsequent to your employment with GNM. Accordingly, GNM strongly suggests that you **NOT** complete this application until you have the time and accurate information to do so. **GNM is an equal opportunity employer and will not discriminate against any employee or applicant for employment in any manner prohibited by law. If you feel you have been unfairly treated or discriminated against for any reason, please call this to the attention of a GNM Manager so that we may address your concerns.**

Employment is conditioned on the successful completion of the screening process. By signing this application, I represent that the information provided in this form is given voluntarily, may be used in filing reports required by state and federal governments and agencies, may be disclosed to others and used for any other purpose not prohibited by law. GNM requires all individuals who successfully complete the initial employment screening process to submit to a drug screening program, which may include the taking of blood, urine, hair and/or other body samples, and requires that all employees submit to drug and alcohol testing during the course of their employment. The result of such screening and testing will be initially disclosed to decision makers for GNM and may be the basis for disqualifying any candidate for employment and for termination during employment. GNM reserves the right to utilize this information in any way it deems necessary, such as but not limited to civil, criminal and administrative proceedings, and any other similar matters. **By signing this application, I agree to the foregoing and further agree to hold GNM harmless for any claims** resulting from such screening and testing for drug and/or alcohol use.

NOTE: All applicants will be required to furnish proof of identity and legal work authorization to be considered for employment.

Please Complete the Application in Blue or Black Ink Only.

EMPLOYMENT INFORMATION

1. Position applied for: _____ Any OR List Particular Position: _____

Type of employment desired? _____ Full Time _____ Part-Time
 _____ Temporary (List Dates: _____)

Availability: _____ Any Time OR Mark with an "X" your available hours Below:

Time of Day	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
5:00 AM							
6:00 AM							
7:00 AM							
8:00 AM							
9:00 AM							
10:00 AM							
11:00 AM							
12:00 PM							
1:00 PM							
2:00 PM							
3:00 PM							
4:00 PM							
5:00 PM							
6:00 PM							
7:00 PM							
8:00 PM							
9:00 PM							

Desired Wage: _____ Date Available to Start: _____

PERSONAL DATA

2. Applicant's Full Name _____

3. Street Address _____

City/State/Zip Code _____

4. Home Telephone Number _____ Alternate Telephone/Pager No. _____
When is the best time to contact you at work? _____ At home? _____
5. Social Security Number _____
6. Have you used any names or Social Security Numbers other than given above? ___ Yes ___ No.
If Yes, give names and Social Security Numbers and explain below in paragraph 17, Comments, below.

BACKGROUND DATA

7. List states and counties of residence and employment and years involved for the past 10 years.
If you need additional space, please use paragraph 17, Comments, below.

8. Have you ever pled guilty, been convicted, entered a plea of no contest, had prosecution deferred or adjudication withheld for any crime (other than minor traffic violations) or forfeited bond or collateral? _____ Yes* _____ No. If yes, please state the type of crime(s) and the circumstances with regard to each, including date of the conviction or plea and the penalty, if any, imposed by the court in paragraph 17, Comments, below.
9. Have you ever committed a crime (other than minor traffic violations) for which you were not arrested or convicted? _____ Yes* _____ No. If yes, please state the circumstances as to each such crime, including the type of crime(s) and the date the crime(s) was/were committed in paragraph 17, Comments, below.

***NOTE:** Answering "Yes" to any of these questions may not necessarily disqualify you from the position desired. Each action and explanation will be weighed/considered in relationship to the position for which you are applying.

EMPLOYMENT HISTORY

10. Please list, beginning with your most recent employment (starting with your current employer), any and all prior work experience which you have had during the past 10 years. Be sure to account for any periods of unemployment. If you need additional space, please use paragraph 17, Comments, below.

EMPLOYMENT HISTORY

Describe your work history for the past ten (10) years, starting with the most recent. Do not leave gaps and be specific in your descriptions.

Present or Most Recent Employer:					
Address/City/State/Zip Code:					
Telephone	()	Supervisor			
From:		To:		Job Title	
Hours Per Week		Starting Salary		Ending Salary	
Duties:					
Reason for Leaving					

Next Most Recent Employer:					
Address/City/State/Zip Code:					
Telephone	()	Supervisor			
From:		To:		Job Title	
Hours Per Week		Starting Salary		Ending Salary	
Duties:					
Reason for Leaving					

Next Most Recent Employer:					
Address/City/State/Zip Code:					
Telephone	()	Supervisor			
From:		To:		Job Title	
Hours Per Week		Starting Salary		Ending Salary	
Duties:					
Reason for Leaving					

Next Most Recent Employer:					
Address/City/State/Zip Code:					
Telephone	()	Supervisor			
From:		To:		Job Title	
Hours Per Week		Starting Salary		Ending Salary	
Duties:					
Reason for Leaving					

11. Have you ever been terminated or been asked to resign from any job? ___ Yes ___ No. If Yes, please identify when, the employer(s), and explain circumstances as to each (use additional paper if you need more space):

12. Please explain fully any gaps in your employment history (use additional paper if you need more space):

EDUCATION HISTORY

13. Please list, beginning with the most recent, any and all educational institutions which you have attended. If you need additional space, please use paragraph 17, Comments, below.

College/University/Technical School	Location	Dates Attended		Major	Degree Earned
		From	To		

High School	Location	Dates Attended		Degree
		From	To	

14. Have you ever applied for employment with or been employed by GNM before?

___ Yes ___ No. If yes, please set forth all positions held,

dates of each period of employment and reason(s) for leaving.

15. If employed by us, will you continue to receive other compensation of any kind from any other employer or entity for services to be concurrently performed on behalf of that employer or entity?

___ Yes ___ No

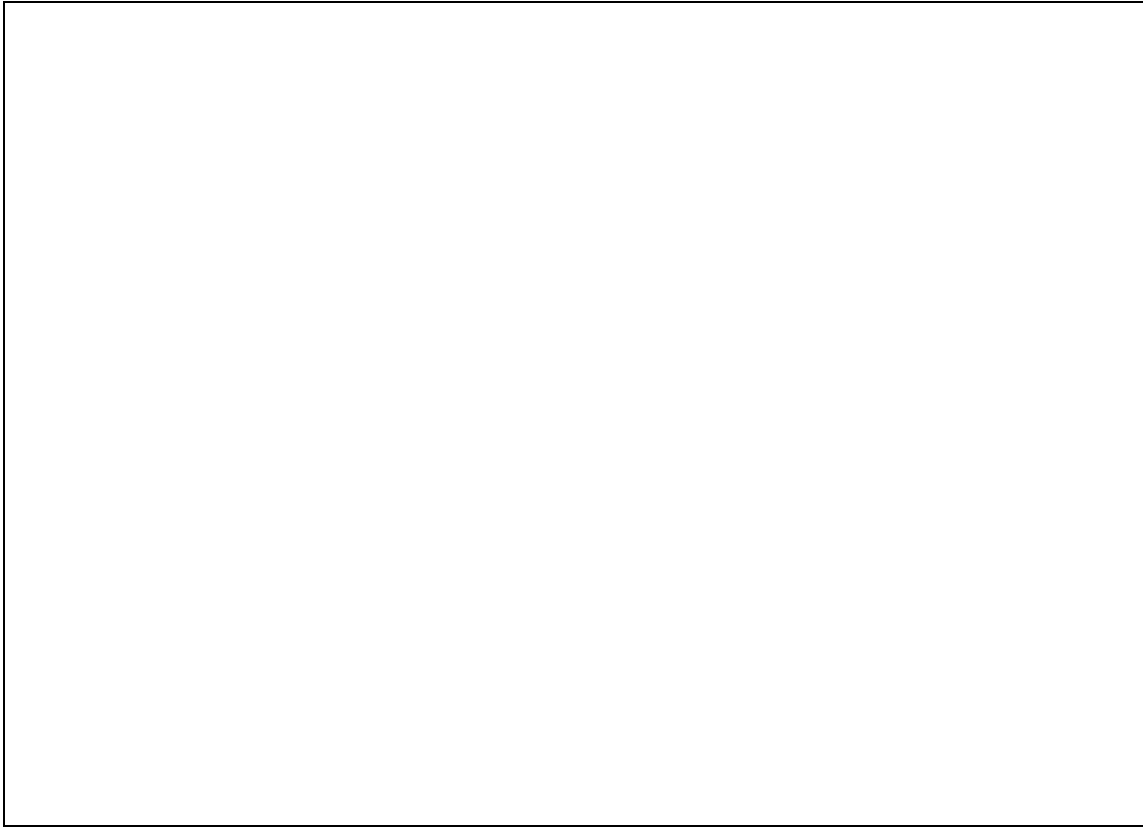
OTHER QUALIFICATIONS, SKILLS AND ABILITIES

16. Please describe any other knowledge, experience, skills, abilities, licenses, certificates or credentials which you feel add to your qualifications for the position sought with us:

LICENSURE, REGISTRATION, CERTIFICATIONS (Food Handling, OSHA Certifications, Cardboard Bailer, etc.)

Type of License/Registration/Certification	Number	Expiry Date	State Licensing Agency

17. **Comments:** cite paragraph(s) to which you are providing comment(s) (Use additional paper if you need more space.)

A large, empty rectangular box with a thin black border, intended for providing comments. It occupies the central portion of the page below the instruction.

PLEASE NOTE: Your application will not be considered unless every question is fully answered. Resumes are not accepted in lieu of fully completing this application.

I UNDERSTAND that this application will only be considered “active” for 30 calendar days from the date of application. If I have not obtained employment with GNM within 30 days, but remain interested in obtaining employment with GNM, I understand that I must notify GNM in writing of my desire for my application to be considered for an additional 30 days. _____ (Initial)

I ALSO UNDERSTAND that all statements made by me in connection with my application for employment may be checked by GNM. I authorize GNM to contact my prior employers, including each of those employers listed, and other sources of information, regarding my background, and I hereby authorize and direct each such employer and source of information to answer any and all questions regarding my prior employment and background. I hereby agree to indemnify GNM, each of my prior employers listed, and each of the other sources of information contacted, and further agree to hold each and every one of them harmless from any claims arising from this authorization and direction.
_____ (Initial)

I UNDERSTAND further that any misstatements or omissions in this application will result in a decision not to hire me, or to discharge me if discovered only after hire. _____ (Initial)

If EMPLOYED, I agree to conform to the rules and regulations of GNM. I understand that as a condition of my employment and continued employment, I will be required to submit to, and do voluntarily agree to, submit to any testing for the presence of drugs or alcohol, and to submit to any procedure to assess my qualifications for employment. I ALSO AGREE that, just as I have, if hired, the right to terminate my employment at any time, with or without cause, and with or without notice, **GNM may terminate my employment at any time with or without cause or notice.** I understand that **no manager or representative of GNM, other than the Owners of GNM, has any authority to enter into any agreement for employment for any specified period of time or make any agreement contrary to the foregoing either now, in the past or in the future.** I further understand that such an agreement **must be in writing and signed by a GNM Owner** for it to be binding on either myself or GNM. I further understand that this **supersedes any prior oral or written understanding and bars any future oral understanding to the contrary.** _____ (Initial)

I ACKNOWLEDGE and AGREE that if at any time during the hiring process or during my employment I am subjected to any type of suspected discrimination or harassment or any other treatment which I believe is unfair or improper, I will contact a GNM Manager immediately to obtain assistance in the resolution of such matters. _____ (Initial)

I HEREBY REPRESENT AND WARRANT that I have read and fully understand the foregoing and seek employment under these conditions of my own free will and in accordance with my own judgment.

Date

Applicant's Signature

For Manager Use Only

Application current until ___ / ___ / _____

Applicant requested application held past 30 days _____

Application no longer current past ___ / ___ / _____

Manager's Signature _____ Date Signed ___ / ___ / _____