

EARL'S ORGANIC PRODUCE

An Equal Opportunity Employer
APPLICATION FOR EMPLOYMENT

PERSONAL

Name		Today's Date
Address	City/State	Zip
Phone(s)		
Email Address	Position Desired	Salary/Pay Rate Desired

GENERAL

A **Yes** or **No** answer to any of the following questions will not necessarily disqualify an applicant from employment.

Yes	Are you at least 18 years of age?
No	
Yes	If not yet 18, can you provide a work permit if necessary?
No	
Yes	If hired, can you present proof of your identity and the right to work in the United States?
No	
Yes	If hired, would you have a reliable means of transportation?
No	
Yes	Have you worked for Earl's Organic Produce before?
No	

Yes	Are you able and willing to abide by our policies and procedures?
No	
Yes	Have you ever been discharged or asked to resign from employment? If yes, please explain:
No	
Yes	Do you have any friends or relatives who work for Earl's Organic Produce? If Yes, list:
No	
Yes	Are you able to receive any and all permits/licenses for this position, required by law?
No	
Yes	Are you able to perform the essential functions of the job for which you are applying, either with or without reasonable accommodation? If not, describe the functions that cannot be performed:
No	

How did you hear about our company and this job opening? _____

What days and hours are you available to work? _____

Are you available to work on weekends? _____

Would you be available to work overtime, if necessary? _____

PREVIOUS EMPLOYMENT HISTORY

Please list below all employers, beginning with your most recent. You may include military or volunteer service, if applicable.

Employer	Dates Employed
Address	Position/Title
Supervisor	Phone
Duties	
Reason for Leaving	May we contact this employer?

Employer	Dates Employed
Address	Position/Title
Supervisor	Phone
Duties	
Reason for Leaving	May we contact this employer?

Employer	Dates Employed
Address	Position/Title
Supervisor	Phone
Duties	
Reason for Leaving	May we contact this employer?

Additional Employers

Company	Position/Title	Dates
Company	Position/Title	Dates
Company	Position/Title	Dates

EDUCATION

High School	Major/Courses	Degree/Diploma	Did you graduate?
College	Major/Courses	Degree/Diploma	Did you graduate?
Other	Major/Courses	Degree/Diploma	Did you graduate?

Additional

Please list below any additional education, training, certification or licensing that you would like us to know about:

REFERENCES

Please list below three **Supervisors** who have knowledge of your work performance.

Name	Relationship	Phone
Name	Relationship	Phone
Name	Relationship	Phone

Please read carefully and sign below.

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

I hereby authorize Earl's Organic Produce (or its agents) to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to Earl's Organic Produce (or its agents) any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release Earl's Organic Produce, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

I understand and acknowledge that any offer of employment is conditional upon my agreeing to provide body substance samples for testing, if requested to do so, to determine the illicit use of drugs, and that I will be required to provide the requested samples following the conditional offer of employment or such other time as requested by the Company. I consent to such drug testing and release the Company from all liability resulting from such testing and test results, and I further understand that my offer of employment will be rescinded should the results be positive. I understand and agree that if I am employed, my employment is for no definite period and may be terminated at any time, with or without prior notice, with or without cause, at the option of either myself or Earl's Organic Produce; this is called "at-will" employment." I further understand that no promises or representations to the contrary are binding unless made in writing and signed by Earl's Organic Produce. Should a search of public records (including records documenting an arrest, indictment, conviction, civil judicial action, tax lien or outstanding judgment) be conducted by internal personnel employed by Earl's Organic Produce, I am entitled to copies of any such public records obtained unless I mark the check box below. If I am not hired as a result of such information, I am entitled to a copy of any such records even though I have checked the box below.

- I waive receipt of a copy of any public record described in the paragraph above.

If hired, I agree to read and comply with all policies and procedures. I certify under penalty of perjury that this application is true and correct. I understand that pursuant to the San Francisco Fair Chance Ordinance, Earl's Organic Produce will consider for employment qualified applicants with arrest and conviction records.

Signature

Date