

# MESSINEO'S GOURMET MARKET, INC.

## EMPLOYMENT APPLICATION FORM

**OFFICE USE ONLY:**  
 Date received:  
 Reviewed by:

**PLEASE PRINT ALL INFORMATION REQUESTED EXCEPT SIGNATURE**

Messineo's is an equal employment opportunity employer. We adhere to a policy of making employment decisions without regard to race, color, religion, gender, sexual orientation, national origin, citizenship, age, disability or other criterion. We assure you that your opportunity for employment with Messineo's depends solely on your qualifications.

**PLEASE COMPLETE PAGES 1-3 IN THEIR ENTIRETY.** DATE \_\_\_\_\_

Name \_\_\_\_\_  
Last First Middle

Present address \_\_\_\_\_  
Number Street City State Zip

How long at current address \_\_\_\_\_ Telephone (\_\_\_\_) \_\_\_\_\_

Are you over 18 years of age? \_\_\_\_ YES \_\_\_\_ NO, if "NO", can you provide proof of your eligibility to work? \_\_\_\_ YES \_\_\_\_ NO

Can you, after employment, submit verification of your legal right to work in the United States? \_\_\_\_ YES \_\_\_\_ NO

(Proof of eligibility will be required if hired.)

Employment desired  FULL-TIME ONLY  PART-TIME ONLY  FULL- OR PART-TIME

Position applied for: (Check as many as applicable)

- |                                    |                                      |                                      |                                     |
|------------------------------------|--------------------------------------|--------------------------------------|-------------------------------------|
| <input type="checkbox"/> Cashier   | <input type="checkbox"/> Meat Dept.  | <input type="checkbox"/> Dairy       | <input type="checkbox"/> Grocery    |
| <input type="checkbox"/> Driver    | <input type="checkbox"/> Deli. Dept. | <input type="checkbox"/> Charcuterie | <input type="checkbox"/> Floral     |
| <input type="checkbox"/> Stock     | <input type="checkbox"/> Produce     | <input type="checkbox"/> Cheese      | <input type="checkbox"/> Coffee/Tea |
| <input type="checkbox"/> Bagger    | <input type="checkbox"/> Bulk Dept.  | <input type="checkbox"/> Bakery      | <input type="checkbox"/> Kitchen    |
| <input type="checkbox"/> Any Dept. |                                      |                                      |                                     |

Hourly wage desired: \_\_\_\_\_  
 (Please be specific)

What days and hours are you available for work? \_\_\_\_\_

When would you be available to start work? \_\_\_\_\_

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION	NUMBER OF YEARS COMPLETED	MAJOR & DEGREE
High School				
College				
Bus. Or Trade School				
Professional School				

Have you ever been convicted of a felony? \_\_\_\_ NO \_\_\_\_ YES A conviction record will not necessarily disqualify you from employment.

If yes, explain the nature of offense(s) leading to conviction(s), and how recently such offense(s) was/were committed.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please list two references other than relatives.

Name \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 \_\_\_\_\_  
 Telephone (      ) \_\_\_\_\_

Name \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 \_\_\_\_\_  
 Telephone (      ) \_\_\_\_\_

**Work Experience**

Please list your work experience for the **past seven years** beginning with your most recent job held. If you were self-employed, give firm name. **Attach additional sheets if necessary.**

Name of employer _____ Street Address _____ City _____ State and Zip Code _____ Phone Number _____	Name of last supervisor	Employment dates	Pay or salary
		From To	Start Final
Your last job title			

Name of employer _____ Street Address _____ City _____ State and Zip Code _____ Phone Number _____	Name of last supervisor	Employment dates	Pay or salary
		From To	Start Final
Your last job title			

Name of employer _____ Street Address _____ City _____ State and Zip Code _____ Phone Number _____	Name of last supervisor	Employment dates	Pay or salary
		From To	Start Final
Your last job title			

May we contact your present employer?     YES     NO

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**PLEASE READ CAREFULLY**

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**APPLICATION FORM WAIVER**

**As an indication that you have read and understood each sentence,  
please sign your initials in the spaces provided below.**

In exchange for the consideration of my job application by MESSINEO'S GOURMET MARKET, INC. (hereinafter called "the Market"), I acknowledge and agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefits plans, policy statements, and the like as they may exist from time to time, or other Market practices, shall serve to create an actual or implied contract of employment. \_\_\_\_\_

I understand that the Market is an "at-will" employer. \_\_\_\_\_

"At-will" employment means that both the Market and I have the right to terminate the employment at any time, with or without notice and with or without cause. \_\_\_\_\_

The employment at-will relationship cannot be altered except by a written instrument signed by the Market Manager of the Market and me, and specifically identified as an amendment to the employment at-will relationship. \_\_\_\_\_

If employed, I understand that the Market may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits. \_\_\_\_\_

I authorize investigation of all statements contained in this application. \_\_\_\_\_

I understand that any misrepresentations in this application or any attachment, or any omission of material fact is grounds for automatic dismissal if employed. \_\_\_\_\_

I hereby give the Market permission to contact schools, all previous employers (unless otherwise indicated), references, and others, and hereby release the Market from any liability as a result of such contact. \_\_\_\_\_

I understand that, in connection with the routine processing of my employment application and/or at any time during my employment, the Market may obtain investigation reports about me. \_\_\_\_\_

Examples of investigation reports may include, but are not limited to: credit reports, reference checks, background checks, criminal background reports, and, educational and employment verifications. \_\_\_\_\_

Such investigation reports may include information as to my creditworthiness, credit records, character, general reputation, personal characteristics, and mode of living. \_\_\_\_\_

Upon written request from me, the Market will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act. \_\_\_\_\_

**Signature of applicant** \_\_\_\_\_ **Date:** \_\_\_\_\_

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Thank you for completing this application form and for your interest in our business. Applications will remain active for 60 days. If you have not been offered employment within 60 days of your application, it will be necessary for you to submit another application.