

# Working for Good Foods Co-op

Cooperative principles, values and service are the basis on which cooperatives run business and make decisions. Good Foods has made a commitment to hiring employees who match these standards. Before completing this application, you need to ask yourself the following questions:

- \* Am I able to put customers first while I am at work? This means that your focus at work will remain on the goal of providing excellent customer service at all times.
- \* Do I understand and support the cooperative philosophy of concern for the community, high ethical standards, sustainability and the importance of assuring our owners and shoppers have a good experience shopping at a thriving cooperative business?
- \* Am I dependable, reliable and trustworthy?
- \* Do I understand and accept that the good of our business must take precedence over my personal beliefs, opinions, or ideals; that we do not discuss personal problems and political or personal beliefs on the sales floor; and that our dress code must be adhered to by all employees?

Our employees are expected to demonstrate the concepts of excellent customer service, a positive willingness to get the job done, and friendly cooperation. Not everyone can support the above ideals. Those who cannot agree with and support them probably will not enjoy employment at Good Foods Co-op. It is our intent to employ those applicants whose personal philosophy and work ethic most closely match those of our cooperative business.

If you agree with the above statements, initial here \_\_\_\_\_ and please continue with the application process by completing the attached application form. Thank you!



# EMPLOYMENT APPLICATION

Date \_\_\_\_\_

(Please print)

Name \_\_\_\_\_ Home \_\_\_\_\_  
Phone \_\_\_\_\_ Cell \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_  
State \_\_\_\_\_ Zip \_\_\_\_\_

Perm. Address \_\_\_\_\_ Date  
e you can start \_\_\_\_\_

Position(s) applied for \_\_\_\_\_ Over 18 yrs old?  
Yes No Desired wage \_\_\_\_\_

Are you legally eligible for employment in the United States? Yes  
No

How many hours a week are you interested  
in? \_\_\_\_\_ Available Saturdays? \_\_\_\_\_

Available Sundays? \_\_\_\_\_ Available  
evenings? \_\_\_\_\_

Other time considerations? \_\_\_\_\_  
\_\_\_\_\_

## EDUCATION

High School \_\_\_\_\_ Graduated?  
Yes No Years completed \_\_\_\_\_

College/Trade/Business \_\_\_\_\_ Graduated?  
Yes No Years completed \_\_\_\_\_

Subjects  
Studied \_\_\_\_\_  
\_\_\_\_\_

## Special Interests/Skills

\_\_\_\_\_

How did you hear about us? \_\_\_\_\_

Are you a Co-op owner? \_\_\_\_\_ How often do you shop at the  
Co-op? \_\_\_\_\_

Have you worked at the Co-op before? \_\_\_\_\_ If so, in what  
department? \_\_\_\_\_

Why do you want to work at the Co-  
op? \_\_\_\_\_  
\_\_\_\_\_

**PREVIOUS EMPLOYMENT**

LIST BELOW THE LAST FOUR EMPLOYERS, STARTING WITH LAST ONE FIRST

DATE MONTH & YEAR	EMPLOYER- CITY, STATE & PHONE	SALARY	POSITION	REASON FOR LEAVING
FROM:				
TO:				
FROM:				
TO:				
FROM:				
TO:				
FROM:				
TO:				

**REFERENCES (work/professional/school)**

Name \_\_\_\_\_ Phone \_\_\_\_\_ Bus  
 iness \_\_\_\_\_ Yrs Known \_\_\_\_\_  
 Name \_\_\_\_\_ Phone \_\_\_\_\_ Bus  
 iness \_\_\_\_\_ Yrs Known \_\_\_\_\_  
 Name \_\_\_\_\_ Phone \_\_\_\_\_ Bus  
 iness \_\_\_\_\_ Yrs Known \_\_\_\_\_

**APPLICANT STATEMENT**

I understand that if I am hired at Good Foods Co-op, I am free to resign at any time, with or without cause and with or without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and with or without notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or duration. I understand that no manager or representative of Good Foods Co-op is authorized to make any assurances to the contrary and that no implied oral or written agreements are valid unless they are in writing and signed by the employer's Board of Directors. In consideration of my employment, I agree to conform to the rules and regulations currently in existence or which may be in existence in the future.

I understand that the application for employment is active for 90 days. At the end of 90 days, if I have not heard from Good Foods Co-op and want to be considered for employment, I will need to reapply and complete a new application.

I also understand that if I am hired, I am required to provide proof of identity and legal authorization to work in the United States and that the federal immigration laws require me to complete an I-9 form.

I authorize you to make investigations and inquiries of my personal, employment, educational, and other related matters as may be necessary for an employment decision. I hereby release employers, schools, or persons from all liability in responding to inquiries in connection with my application. I understand that any information provided by me that is false, incomplete or misrepresented, will be sufficient cause to eliminate me from consideration for employment or may result in my immediate discharge from Good Foods Co-op, whenever it is discovered.

Good Foods Co-op does not tolerate unlawful discrimination in its employment practices. No question on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state or local law. We do not tolerate harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status. Good Foods Co-op takes all complaints seriously and complaints will be investigated promptly and thoroughly.

**DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT.**  
 I certified that I have read, fully understand and accept all terms of the applicant statement.

Signature of  
Applicant

Date

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