



EMPLOYMENT APPLICATION

Three Rivers Market is an Equal Opportunity Employer

Thank you for your interest in Three Rivers Market! We appreciate your time. You should know that:

- Three Rivers Market does not have seasonal or short term employment,
- Most employees have a typical or routine schedule, but shifts and hours are subject to change, and
- Almost all positions require at least one weekend shift per week.
- Three Rivers Market’s goal is to become the friendliest store in Knoxville – we are looking for applicants that will help us reach that goal!

This application is intended for use in evaluating your qualifications for employment. All qualified applicants will receive consideration without regard to race, national origin, creed, age, religion, sex, gender identity, disability, sexual orientation, marital or veteran status, or ethical dissent with Three Rivers Market policy. In addition to the application, other assessments, including, but not limited to interview, job related skill testing, and reference verification may be required prior to employment.

Due to the number of applications we receive, we regret that we are unable to follow up with each applicant. You will receive a phone call from us if you are selected for an interview. This application will be considered active for thirty days. If you wish to be considered for employment after thirty days, please submit another application.

It is important to note that only complete applications will be considered. If you need assistance completing this application, please ask a Customer Service Assistant at the Member & Customer Services desk.

Sincerely,
Three Rivers Market

| | | | | |
|-----------------------------|--|--------------------|--|---------------------|
| PERSONAL INFORMATION | Name: | | Date: | |
| | Address: (Street) | | (City) | (State) (Zip) |
| | Telephone (required): | Best time to call: | Email Address: | |
| | Have you applied at Three Rivers Market previously? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when: | | Have you worked at Three Rivers Market previously? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when and why did you leave: | |
| | Do you know anyone who currently works, or previously worked, at Three Rivers Market? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, who: | | | Wage range desired: |

| | | | | | | | | |
|---|---|-----|--|-----|-----------------------|-----|-----|-----|
| JOB INTEREST AND AVAILABILITY | Which position(s) are you applying for: | | Would you be interested in other jobs? <input type="checkbox"/> Yes <input type="checkbox"/> No | | When could you start? | | | |
| | Ideal number of hours per week: <input type="checkbox"/> 10 <input type="checkbox"/> 15 <input type="checkbox"/> 20 <input type="checkbox"/> 25 <input type="checkbox"/> 30 <input type="checkbox"/> 35 <input type="checkbox"/> 40 | | Do you have other commitments (employment or school) that might affect your availability? | | | | | |
| | Please indicate the times that you would be available to work for each day below: | | | | | | | |
| | DAY: | MON | TUE | WED | THU | FRI | SAT | SUN |
| | I can start working at... | | | | | | | |
| I can work until... | | | | | | | | |
| In the next 6 months, do you expect any change in your availability? If yes, explain: | | | | | | | | |

| | | | | | | | | | | |
|------------------|--|--|--|--|--|--|--|--|---|--|
| EDUCATION | Please circle highest grade completed: 9 10 11 12 13 14 15 16 16+ | | | | | | | | | |
| | High School (name and location) | | | | | | | | Graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| | College (name and location) and/or any additional relevant education or training: | | | | | | | | | |

Applicants are welcome to submit a resume in addition to their application.

| EMPLOYMENT HISTORY | | Please give an accurate and complete full-time and part-time employment record. Start with present or most recent employer. Add pages if needed. <i>Please complete this section even if you have provided a résumé.</i> | |
|------------------------------|--|--|-----|
| Employer: | | Telephone: | |
| Address: | | Employment Dates | |
| Supervisor's name and title: | | From: | To: |
| Job title and duties: | | Reason for leaving: | |
| | | May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, explain: | |
| Employer: | | Telephone: | |
| Address: | | Employment Dates | |
| Supervisor's name and title: | | From: | To: |
| Job title and duties: | | Reason for leaving: | |
| | | May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, explain: | |
| Employer: | | Telephone: | |
| Address: | | Employment Dates | |
| Supervisor's name and title: | | From: | To: |
| Job title and duties: | | Reason for leaving: | |
| | | May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, explain: | |
| Employer: | | Telephone: | |
| Address: | | Employment Dates | |
| Supervisor's name and title: | | From: | To: |
| Job title and duties: | | Reason for leaving: | |
| | | May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, explain: | |

QUESTIONNAIRE

What *specific* experience do you have related to the position for which you are applying (experience with retail businesses, cooperatives, and knowledge of natural foods, etc.)?

Three Rivers Market's goal is to be the friendliest store in Knoxville so we expect our employees to demonstrate exceptional customer service skills. What is your experience and/or philosophy regarding interacting with customers?

Three Rivers Market strives for constant improvement. Please tell us how your personal strengths and/or leadership experience would improve Three Rivers Market. Sell yourself!

Stocking and some other jobs at Three Rivers Market can be very physically challenging, including frequent lifting of 50 lb. bags or boxes and standing for 4 hours at a time. This physical work is an essential function of these jobs. If you are applying for such a position, can you (with or without reasonable accommodation) perform this essential function?

Yes, I can perform these tasks No, I would not be able to perform these tasks I am not applying for this type of job.

Have you ever been convicted of, pled no contest to, or obtained deferred adjunction for any crime other than a minor traffic violation? (Conviction will not necessarily disqualify an applicant from employment.)

Yes No If yes, please explain:

Do you currently have a ServSafe certificate?

Yes Expiration date: _____ No

JOB MATCHING

Please review the following list of work conditions. Rate each one from 1 to 3 according to the scale below.

1 = unacceptable or unable to do 2 = not my favorite, but okay 3 = would enjoy and/or excel at it

- | | |
|--|---|
| <p>_____ Ongoing training</p> <p>_____ Taking responsibility for your own mistakes</p> <p>_____ Juggling multiple tasks</p> <p>_____ Helping hundreds of customers per day</p> <p>_____ Handling unpackaged meat</p> <p>_____ Working with numbers</p> <p>_____ Cleaning gross things</p> <p>_____ Helping out in departments other than your own</p> <p>_____ Working for \$9.00 per hour</p> <p>_____ Receiving direction from managers</p> <p>_____ Working behind a counter</p> <p>_____ Receiving criticism</p> <p>_____ Wiping and cleaning things all day</p> <p>_____ Memorizing codes and numbers</p> | <p>_____ Standing in one place for long periods</p> <p>_____ Repetitive job duties</p> <p>_____ Working at a fast pace</p> <p>_____ Handling packaged meat</p> <p>_____ Serving people with values different than your own</p> <p>_____ Talking to customers for an entire shift</p> <p>_____ Serving customers who are in a bad mood</p> <p>_____ Being accountable for money</p> <p>_____ Lifting 25lbs or more repetitively</p> <p>_____ Prioritizing a heavy workload</p> <p>_____ Working under time pressure</p> <p>_____ Getting food on your clothes</p> <p>_____ Picking up trash inside and outside</p> |
|--|---|

If hired, can you show evidence of your right to work in the United States? Yes No

Where did you hear about this job?

SIGNATURE

I certify that I have read and understand this entire application and that the answers and statements given by me are true and correct to the best of my knowledge. I understand that any inaccurate or omitted information on the facts called for in this application may result in rejection of my application, or, if hired, immediate termination of employment.

I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and Three Rivers Market. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or Three Rivers Market, and that no promises or representations contrary to the foregoing are binding on Three Rivers Market.

I hereby authorize any and all schools, former employers, references, courts and any others who have information about me to provide such information to Three Rivers Market and/or any of its representatives, agents or vendors and I release all parties involved from any and all liability for any and all damage that may result from providing such information.

BY SIGNING BELOW I ACKNOWLEDGE THAT I HAVE READ, UNDERSTOOD AND AGREE TO THE ABOVE STATEMENTS.

Signature: _____

Date: _____