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## EMPLOYMENT APPLICATION

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### 1. Employer Information

Employer: Herban Market  
Address: 3078 Maddux Way, Ste 300  
City/State/ZIP: Franklin, Tennessee 37069  
Telephone: 615-567-6240  
Website: www.herban-market.com

It is the policy of Herban Market to provide equal employment opportunities to all applicants and employees without regard to any legally protected status such as race, color, religion, gender, national origin, age, marital status, familial status, disability or veteran status.

### 2. Applicant Information

Applicant Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City/State/ZIP: \_\_\_\_\_  
Number of years at this address: \_\_\_\_\_  
Daytime phone: \_\_\_\_\_ Evening phone: \_\_\_\_\_  
Social Security Number: \_\_\_\_\_  
Driver's License (State/Number): \_\_\_\_\_  
Email Address: \_\_\_\_\_

### 3. Emergency Contact

Who should be contacted if you are involved in an emergency?

Contact Name: \_\_\_\_\_  
Relationship to you: \_\_\_\_\_  
Address: \_\_\_\_\_  
City/State/ZIP: \_\_\_\_\_  
Daytime phone: \_\_\_\_\_ Evening phone: \_\_\_\_\_

4. Job Position Applied For, if applicable: \_\_\_\_\_

5. Salary Desired: \$ \_\_\_\_\_ per \_\_\_\_\_

6. Who referred you to our company? \_\_\_\_\_
7. Have you applied to our company previously? \_\_\_\_\_ Yes \_\_\_\_\_ No  
If yes, when? \_\_\_\_\_
8. Are you at least 18 years old? \_\_\_\_\_ Yes \_\_\_\_\_ No
9. How will you get to work? \_\_\_\_\_
10. Are you willing to work any shift, including nights and weekends? \_\_\_ Yes \_\_\_ No  
If no, please state any limitations:  
\_\_\_\_\_
11. If applicable, are you available to work overtime? \_\_\_\_\_ Yes \_\_\_\_\_ No
12. If you are offered employment, when would you be available to begin work?  
\_\_\_\_\_
13. Are you legally eligible for employment in the United States? \_\_\_\_\_ Yes \_\_\_\_\_ No
14. Are you able to perform the essential functions of the job position with or without reasonable accommodation? \_\_\_\_\_ Yes \_\_\_\_\_ No  
  
What reasonable accommodation, if any, would you require?  
\_\_\_\_\_
15. In a few brief words, give us an idea of what inspires you to work at Herban Market: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**16. Applicant's Skills**

Check those skills that you have. List any other skills that may be useful for the job you are seeking. Enter the number of years of experience, and circle the number which corresponds to your ability for each particular skill. (One (1) represents poor ability, while five (5) represents exceptional ability.)

<b>Ability or Skill</b>	<b>Years of Experience</b>	<b>Rating</b>
<input type="checkbox"/> Microsoft Office Suite (Word, Excel, etc.)	_____	1 2 3 4 5
<input type="checkbox"/> Accounting/Book-keeping	_____	1 2 3 4 5
<input type="checkbox"/> Answering telephones	_____	1 2 3 4 5
<input type="checkbox"/> Customer service	_____	1 2 3 4 5
<input type="checkbox"/> Inventory Management	_____	1 2 3 4 5
<input type="checkbox"/> Health Food Store Experience	_____	1 2 3 4 5
<input type="checkbox"/> Restaurant / Cafe Experience	_____	1 2 3 4 5
<input type="checkbox"/> Retail Sales Experience	_____	1 2 3 4 5

- Juice Bar Experience \_\_\_\_\_ 1 2 3 4 5
- Grocery Store Experience \_\_\_\_\_ 1 2 3 4 5
- Olive Oil Bar Experience \_\_\_\_\_ 1 2 3 4 5
- Coffee Bar Experience \_\_\_\_\_ 1 2 3 4 5
- \_\_\_\_\_ 1 2 3 4 5
- \_\_\_\_\_ 1 2 3 4 5

**17. Applicant Employment History**

List your current or most recent employment first.

Employer Name: \_\_\_\_\_  
 Supervisor Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City/State/ZIP: \_\_\_\_\_  
 Job Duties: \_\_\_\_\_  
 Reason for Leaving: \_\_\_\_\_  
 Dates of Employment (Month/Year): \_\_\_\_\_

Employer Name: \_\_\_\_\_  
 Supervisor Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City/State/ZIP: \_\_\_\_\_  
 Job Duties: \_\_\_\_\_  
 Reason for Leaving: \_\_\_\_\_  
 Dates of Employment (Month/Year): \_\_\_\_\_

Employer Name: \_\_\_\_\_  
 Supervisor Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City/State/ZIP: \_\_\_\_\_  
 Job Duties: \_\_\_\_\_  
 Reason for Leaving: \_\_\_\_\_  
 Dates of Employment (Month/Year): \_\_\_\_\_

**18. Applicant's Education and Training**

College/University Name and Address

\_\_\_\_\_

Did you receive a degree? \_\_\_\_\_ Yes \_\_\_\_\_ No If yes, degree received: \_\_\_\_\_

High School/GED Name and Address

\_\_\_\_\_

Did you receive a degree? \_\_\_\_\_ Yes \_\_\_\_\_ No

Other Training (graduate, technical, vocational):

\_\_\_\_\_

Awards, Honors, Special Achievements:

\_\_\_\_\_

Military Service:

\_\_\_\_\_ Yes \_\_\_\_\_ No

Branch: \_\_\_\_\_

Specialized Training: \_\_\_\_\_

## 19. References

List any two people who would be willing to provide a reference for you.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/ZIP: \_\_\_\_\_

Telephone: \_\_\_\_\_

Relationship: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/ZIP: \_\_\_\_\_

Telephone: \_\_\_\_\_

Relationship: \_\_\_\_\_

20. Please provide any other information that you believe should be considered:

\_\_\_\_\_

\_\_\_\_\_

## CERTIFICATION

I certify that the information provided on this application is truthful and accurate. I understand that providing false or misleading information will be the basis for rejection of my application, or if employment commences, immediate termination.

I authorize Herban Market to contact former employers and educational organizations regarding my employment and education. I authorize my former employers and educational organizations to fully and freely communicate information regarding my previous employment, attendance, and grades. I authorize those persons designated as references to fully and freely communicate information regarding my previous employment and education.

If an employment relationship is created, I understand that unless I am offered a specific written contract of employment signed on behalf of the organization by its Owner, the employment relationship will be "at-will." In other words, the relationship will be entirely voluntary in nature, and either I or my employer will be able to terminate the employment relationship at any time and without cause. With appropriate notice, I will have the full and complete discretion to end the employment relationship when I choose and for reasons of my choice. Similarly, my employer will have the right. Moreover, no agent, representative, or employee of Herban Market, except in a specific written contract of employment signed on behalf of the organization by its Owner, has the power to alter or vary the voluntary nature of the employment relationship.

I HAVE CAREFULLY READ THE ABOVE CERTIFICATION AND I UNDERSTAND AND AGREE TO ITS TERMS.

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APPLICANT PRINTED NAME

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APPLICANT SIGNATURE

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DATE