



Oregon Natural Market

Employment Application

Before you fill out this application, please read the following:

Oregon Natural Market has developed a reputation as the premiere health food store in our area. We offer our customers the healthiest foods in an incomparable atmosphere. We are looking for staff members who contribute to those qualities that set Oregon Natural Market apart. We are looking for individuals who want more than a job... we are interested in people who are motivated to work hard, prove themselves, and exceed our standards. Please fill out this application completely. If you have a resume and have not previously submitted it, please include it with this application. We hold resumes for 3 months and applications for two years. If you are being considered for a position, you will be contacted by us. Please do not call. Thank you for your interest in Oregon Natural Market, your health food store of choice!

Date of Application _____

Full Name _____ Phone Number _____

No. & Street _____ City _____ State _____ Zip Code _____

Position for which you are applying _____

Date you can start _____ How did you find this opening? _____

Have you ever applied to or worked for Oregon Natural Market before? Yes No

If yes, when?

Do you have friends or relatives working for Oregon Natural Market? Yes No

If yes, state name(s) and relationships: _____

We may refuse to hire relatives of present team members if doing so could result in actual or potential problems in supervision, security, safety, or morale, or if doing so could create conflicts of interest.

If hired, can you present evidence of your U.S. citizenship or proof of your legal right to live and work in this country? Yes No

Are you at least 14 years old? Yes No (If under 14, hire is subject to verification that you are of minimum legal age.)

Your availability. Circle all that apply: *Weekdays* *Weekday Evenings*
Weekends *Weekend Evenings*

What is your wage requirement? \$ _____

List below all present and past employment starting with your most recent employer (last five years is sufficient). Account for all periods of unemployment. You must complete this section even if attaching a resume.

Current/Most Recent Employer		Hire Date	End Date
Address & Street		City	State
Zip Code			
Your position	Your duties		
Your Supervisor's Name	\$	Starting Pay	\$
		Ending Pay	
Reason for Leaving	YES	NO	May we contact this employer for a reference?

Previous Employer		Hire Date	End Date
Address & Street		City	State
Zip Code			
Your position	Your duties		
Your Supervisor's Name	\$	Starting Pay	\$
		Ending Pay	
Reason for Leaving	YES	NO	May we contact this employer for a reference?

Previous Employer		Hire Date	End Date
Address & Street		City	State
Zip Code			
Your position	Your duties		
Your Supervisor's Name	\$	Starting Pay	\$
		Ending Pay	
Reason for Leaving	YES	NO	May we contact this employer for a reference?

Do you have any commitments to another employer that might affect your employment with us?

Yes No If yes, please describe _____

Do you have any other commitments (i.e. school, training programs, etc.) that would prevent you from working at specific times? Yes No If yes, please give times you are NOT available _____

Do you have any future plans or commitments that might interfere with your schedule at Oregon Natural Market? Yes No If yes, please describe _____

What is the maximum number of hours per week you would work? _____ Minimum hours? _____

What other areas of the store would you be interested in working other than the one for which you are currently applying? _____

Are you able to perform the essential functions of the job for which you are applying, either with or without reasonable accommodation? Yes No

If no, describe the functions that cannot be performed _____

(Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions.)

Have you ever been convicted of a criminal offense (felony or serious misdemeanor)? Yes No
(*Misdemeanor convictions for marijuana-related offenses that are more than two years old need not be listed.*)

If yes, state nature of the crime(s), when and where convicted, and disposition of the case. _____

Do you speak, write or understand any foreign languages? Yes No If yes, please describe: _____

When we check your references, what do you think would be named as your greatest strength?

...As your greatest weakness or area for growth?

If you have ever been a customer at Oregon Natural Market, describe what you enjoyed most about the experience:

Please describe how your previous work experience has prepared you for a position with Oregon Natural Market:

The pace is often very fast at Oregon Natural Market and situations can be challenging and/or stressful. Why do you believe you can work well under these conditions?

What two qualities make you an outstanding candidate for this position?

Please provide 3 business reference, preferably supervisors or previous employers. Please verify in advance that these numbers are accurate.

_____ (_____) _____		
Name	Relationship	Phone Number
_____ (_____) _____		
Name	Relationship	Phone Number
_____ (_____) _____		
Name	Relationship	Phone Number

Please Read Carefully, Initial Each Paragraph 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, the undersigned applicant, 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 Oregon Natural Market 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 the company 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 Oregon Natural Market, 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 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 Oregon Natural 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 Oregon Natural Market, and that no promises or representations contrary to the foregoing are binding on the company unless made in writing and signed by me and the designated Oregon Natural Market representative.

Applicant's Signature

Date