



www.AVIFoodsystems.com

At AVI Foodsystems, Inc., we take pride in our attention to detail. This begins with each potential team member thoroughly completing each section of this application. This application must be personally signed or electronically acknowledged by the applicant.

PLEASE PRINT NEATLY AND USE INK (if not being completed electronically).

DATE OF APPLICATION (Today's Date): _____ **POSITION APPLIED FOR:** _____

Last Name _____ First _____ Middle _____ Last 4 digits of Social Security Number (Identification Purposes ONLY) _____
 () ()
 Telephone No. Cell Phone No. Email Address

Present Address No. Street City State Zip Code County

Previous Address No. Street City State Zip Code County

Length of time at Present Address _____ Length of time at Previous Address _____ (You must list all residences in the past 7 years. Attach an additional sheet if necessary)

Have you ever used any other names that are necessary for us to know in order for us to verify your employment or education records? Yes No

If yes, what are those names?

Do you have the legal right to work in the U.S.? Yes No

Are you 18 years of age or older? Yes No

If hired, can you provide evidence of your legal right to work in the U.S.? Yes No

If no, list your date of birth.

Please explain how you would be an asset to the company and what skills and qualities you would bring to this job:

If you receive a job offer from us, on what date would you be available to work?

What hourly rate/salary range are you seeking? *(be specific)*

Are you interested in (Check only one box): Either Full time or Part time Work Full time Work Part time Work Call-In

Are you willing to work: Weekends Rotating Shifts Mornings Afternoons Nights Overtime Holidays

Do you have any hobbies that would prevent you from working your regularly scheduled hours?

Yes No If yes, please give explanation.

List 4 hobbies, interests or extracurricular activities:

- 1. _____ 3. _____
- 2. _____ 4. _____

In the event of an emergency, who should be notified?

Name: _____

Place of Business: _____

TELEPHONE NO. HOME: ()

WORK: ()

CELL: ()

Do you use any tobacco products? Yes No

AVI Foodsystems, Inc. does not permit the use of tobacco products while on the job or on/in any property owned, leased or used by AVI Foodsystems, Inc.

Do you have a license or certification pertaining to the food service industry?

Yes No

Are you ServSafe Certified?

Yes No

If yes, please list all and expiration(s).

If yes, what date were you certified?

If hired, you will be required to supply a copy of your license/certification if you answered "yes" to either of these questions.

How were you referred to AVI Foodsystems, Inc.?

- Walk-In Job Fair – Name: _____
- Flier School – Name: _____
- AVI Team Member – Name: _____
- Newspaper – Name: _____
- Online – Website: _____
- Other – Explain: _____

List any friends and/or relatives working for AVI Foodsystems, Inc.

- Name: _____
- Name: _____
- Name: _____

AVI Foodsystems, Inc. subscribes without reservation to all federal, state and local statutes which prohibit discrimination against any applicant or team member on the basis of race, color, sex, religion, national origin, age, disability, or any other consideration made unlawful by applicable federal, state, or local laws. AVI Foodsystems, Inc. also prohibits harassment of applicants and team members based on any of these protected categories. Your answers to the questions in this application will be evaluated solely for the purpose of determining your qualifications to perform the job for which you are applying.

Do you have reliable transportation to get to and from work? Yes No

Can you travel if the job requires? Yes No Limited

Only answer these questions if you want to be considered for a position that requires driving an AVI company vehicle:

Do you have a valid: Driver's License? Yes No C.D.L. License? Yes No Class A B C

Has your license ever been revoked or suspended?

Yes No If yes, please give explanation and date: _____

All Applicants Except in the State of Massachusetts: Have you had any driving violations within the past three years?

Yes No If yes, please give explanation and date: _____

Massachusetts Applicants: Have you had more than two driving violations within the past five years? Limit any response regarding speeding and minor traffic violations to the last five years and to those which were not a first offense.

Yes No If yes, please give explanation and date: _____

Were any of your jobs designated as safety sensitive functions in any DOT regulated mode subject to the drug and alcohol testing requirements of 49 CFR Part 40? Yes No Were you subject to the Federal Motor Carrier Safety Regulations while employed? Yes No

TO BE ANSWERED BY ALL APPLICANTS.

Please refer to the instructions below if you reside in or are applying for a position in California or Massachusetts.

Have you ever been convicted or pled guilty or no contest to a misdemeanor? Do not include convictions that were sealed or expunged pursuant to a court order. A "yes" answer will not necessarily disqualify you from the position for which you are applying.

Yes No If yes, **list ALL** convictions, dates and descriptions. Use additional paper if necessary.

Have you ever been convicted or pled guilty or no contest to a felony? Do not include convictions that were sealed or expunged pursuant to a court order. A "yes" answer will not necessarily disqualify you from the position for which you are applying.

Yes No If yes, **list ALL** convictions, dates and descriptions. Use additional paper if necessary.

California Applicants: Do not identify any misdemeanor conviction for which probation has been successfully completed or otherwise discharged and the case has been dismissed by a court. Also, do not identify marijuana-related convictions entered by the court more than 2 years ago that involve: unlawful possession of marijuana; transportation or giving away of up to 28.5 grams of marijuana, other than concentrated cannabis, or the offering to transport or give away up to 28.5 grams of marijuana, other than concentrated cannabis; possession of paraphernalia used to smoke marijuana; being in a place with knowledge that marijuana was being used; or being under the influence of marijuana. Do not identify any pending charges for which entry into a diversion program has taken place and final disposition is pending.

Massachusetts Applicants: You will only have to answer these questions if and when you are selected for an interview. If you are selected for an interview and asked about your conviction, the following limitations will apply to you. An applicant for employment with a sealed record on file with the Commissioner of Probation may answer "no record" with respect to an inquiry herein relative to prior arrests, criminal court appearances, or convictions. In addition, an applicant for employment may answer "no record" with respect to any inquiry relative to prior arrests, court appearances and adjudications in all cases of delinquency or as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution. Massachusetts applicants should not disclose information regarding first-time misdemeanor convictions for drunkenness, simple assault, speeding, minor traffic violations, affray or disturbance of the peace. Massachusetts applicants should not disclose convictions for other misdemeanors where the date of conviction or the end of any period of incarceration was more than five years ago unless there have been subsequent convictions within those five years. Finally, do not identify any charges that are currently pending or awaiting disposition.

EDUCATION

Check the highest level or equivalent completed:

Elementary School High School College / Tech Grad School Are you currently a student? Yes No
 8 or less 9 10 11 12 1 2 3 4 1 2 3

EDUCATIONAL INSTITUTION	NAME / CITY, STATE, ZIP CODE	COURSE	HONORS RECEIVED / GPA	NUMBER OF YEARS ATTENDED	DID YOU GRADUATE?
HIGH SCHOOL					
COLLEGE					
GRADUATE SCHOOL, APPRENTICE, BUSINESS OR VOCATIONAL SCHOOL					

A COMPLETE EMPLOYMENT HISTORY IS REQUIRED

Please provide your entire employment history listing all paid positions of employment that you have held, including part-time and summer work. Feel free to include as part of your employment history any work performed on a volunteer basis. List **entire** work history.

Please complete all questions for each employer.

Have you ever been employed by AVI or by another vending, dining and/or concession food service company?

Yes No If yes, please provide company name and dates employed.

Have you ever been dismissed or asked to resign from any employer? Yes No If yes, please explain.

May we contact your present Employer? Yes No Not Currently Employed

If not currently employed, explain reason for period of unemployment from last job until present: _____

CURRENT/FORMER EMPLOYERS

(Begin with Most Recent Employer)

Date Month and Year	Employer Name City/State of Employer	Wage/Salary	Hours Worked per Week	Position Type of Work Performed	Supervisor Name Telephone Number
From		Starting			
To		Final			

Please explain in detail reason for leaving:

Explain reason for period of unemployment between employers:

From		Starting			
To		Final			

Please explain in detail reason for leaving:

Explain reason for period of unemployment between employers:

From		Starting			
To		Final			

Please explain in detail reason for leaving:

Explain reason for period of unemployment between employers:

From		Starting			
To		Final			

Please explain in detail reason for leaving:

Explain reason for period of unemployment between employers:

•••PLEASE LIST ADDITIONAL JOBS ON A SEPARATE SHEET OF PAPER•••

PERSONAL REFERENCES

Name three (3) persons, not relatives or employers, who have known you for more than one (1) year:

Name	Address	Telephone No.	Relationship	Years Acquainted
1.				
2.				
3.				

APPLICANT'S STATEMENT AND ACKNOWLEDGEMENT

THIS APPLICATION IS NOT COMPLETE IN ITS ENTIRETY UNTIL ALL STATEMENTS BELOW HAVE BEEN READ AND ACKNOWLEDGED BY SIGNING BELOW.

- (1) I certify that all of the information furnished on this application and during the application process is true, complete and correct to the best of my knowledge. I understand that any misrepresentation or omission of facts called for may result in refusal to hire or, if hired, may result in my dismissal at any time regardless of when the false answer or omissions are discovered.
- (2) I recognized that this employment application is not an offer of employment. I agree that if I am hired by AVI Foodsystems, Inc., I will be an at-will team member, meaning that either AVI Foodsystems, Inc. or I may end the employment relationship at any time with or without cause or prior notice. I further understand and agree that, except for employment-at-will status, if hired, my wages, hours, working conditions, job assignment(s), and compensation rate(s) will be subject to change by AVI Foodsystems, Inc.
- (3) I understand that AVI Foodsystems, Inc. may share the information contained in this application with other AVI Foodsystems, Inc. team members and/or clients for employment and administrative purposes and hereby consent to such transfer.
- (4) I hereby authorize AVI Foodsystems, Inc. to conduct any necessary investigation regarding my background during the employment process and if I am hired, throughout my employment to the extent permitted by federal, state, and local law. I agree to complete the requisite authorization forms for the background investigation. I hereby release all parties from any liability in connection with the provision and use of such information. I am advised that a negative background check will not necessarily disqualify me from employment. However, if I do not meet the AVI Foodsystems, Inc.'s employment standards and/or those of the AVI Foodsystems, Inc.'s client, I could be subject to termination. The information obtained through these investigations may be released to the AVI Foodsystems, Inc.'s clients as required to gain entrance into facilities for business purposes.
- (5) I agree to undergo a pre-employment physical examination consistent with federal and state law, if required.
- (6) I agree to submit to legally permissible drug testing as part of AVI Foodsystems, Inc.'s employment process. I agree that any offer of employment is contingent upon my receiving a negative test result. Evidence of illicit drugs in my system may disqualify me from employment.
- (7) I understand that, if hired, I may not hold other employment or engage in any other activities that create a conflict of interest with AVI Foodsystems, Inc. unless I have been given written permission by AVI Foodsystems, Inc.'s Human Resources Department.
- (8) I understand that if I am offered employment, I may be required to sign a non-solicitation, non-disclosure and non-compete agreement, as a condition of employment.
- (9) I agree that any claim or lawsuit relating to my service with AVI Foodsystems, Inc. must be filed no later than one year after the date of the employment action that is the subject of the claim or lawsuit. I waive any longer statute of limitations, and I understand that my agreement may reduce the amount of time within which I would otherwise be permitted to file a claim or lawsuit under the law.
- (10) **Massachusetts Applicants:** I understand that it is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

My signature below certifies that I agree to be bound by the terms and conditions stated in this application, which contains all the understandings between AVI Foodsystems, Inc. and me concerning the topics addressed herein, and supersedes any prior inconsistent understandings between AVI Foodsystems, Inc. and me on such issues.

By providing my written signature below, I certify that this application was completed by me, and all entries on it and information in it are true and complete to the best of my knowledge. If this application is submitted electronically, by checking the "I Accept" box and typing my legal name for "Applicant's Signature", I certify that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge, and I further understand and agree to the use of an electronic method of signature to demonstrate my acceptance of the terms and conditions of this employment application.

I Accept

Applicant's Signature

Date

Preparer and/or Translator Certification: To be completed and signed if the application is prepared by a person other than the applicant. By providing my written signature below, I attest that I have assisted in the completion of this application and that to the best of my knowledge the information is true and correct. If this application is submitted electronically, by checking the "I Accept" box and typing my legal name for "Preparer's Signature", I attest that I have assisted in the completion of this application and that to the best of my knowledge the information is true and correct, and I further understand and agree to the use of an electronic method of signature to demonstrate my acceptance of the terms and conditions of this employment application.

I Accept

Preparer's Signature

Date