



Thank you for applying at Holsum Bakery, Inc. Our selection process is as follows:

- ***Applications are reviewed on a weekly basis.***
- ***If your work history and training meet our requirements, a member of our Associate Services Team will contact you to schedule an interview.***
- ***If you are selected for an interview, you should receive notification within two weeks of submitting your application.***



HOLSUM BAKERY, INC.



APPLICATION FOR EMPLOYMENT (PLEASE PRINT ALL RESPONSES)

Holsum agrees and complies with all statutes that protect people from discrimination on the basis of race, color, religion, sex, national origin, age, disability or veteran's status. Holsum affirmatively supports equality of opportunity in all aspects of employment.

| GENERAL INFORMATION | | | | | |
|---|----------|---------|----------|--------------------------|------------------------|
| Name | (Last) | (First) | (Middle) | Phone | Date |
| Present Address | (Street) | (City) | (State) | (ZIP) | Social Security Number |
| Position Applying For | | | | | Date Available |
| <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time | | | | | |
| Are you over 18 years of age? <input type="checkbox"/> Yes <input type="checkbox"/> No If not, please state your age: _____ | | | | | |
| Have you ever applied to or been employed by Holsum Bakery, Inc.? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please give dates and details: | | | | | |
| Do you have a relative currently employed by Holsum Bakery, Inc.? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, state their name and how you are related: Name: _____ Relationship: _____ | | | | | |
| Can you provide documents that establish your right to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No If not, do you have a work permit or alien registration card that allows you to legally work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | | |
| Note: Documents that establish work authorization and identity will be required prior to employment. | | | | | |
| Have you been convicted of a felony or released from prison in the last seven years? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, give dates and explanation (conviction does not automatically exclude you from consideration for employment): | | | | | |
| Are you restricted to what location, days of work or hours per day you may work? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please describe your restrictions: | | | | | |
| EDUCATIONAL BACKGROUND | | | | | |
| | | | | No. of Years Attended | Graduated Yes/No |
| High School Name: _____ | | | | | |
| Location: _____ | | | | | |
| College/University Name: _____ | | | | | |
| Location: _____ | | | | | |
| Other Name: _____ | | | | | |
| Location: _____ | | | | | |
| Special qualifications, skills, talents, knowledge or other related experience: | | | | | |

EMPLOYMENT HISTORY

In the space below account for all time for the past 10 years, whether working or not. START WITH YOUR MOST RECENT EXPERIENCE AND WORK BACKWARDS. Include military service and any period of unemployment. Give complete names and addresses. If self-employed, give firm name. Attach additional sheets if necessary, to cover the past 10 years.

| | | | | | | | |
|---|------------|--------------|-------------|---------------------|--|--------------|------|
| Name of Company: | | Address: | | City: | | State: | ZIP: |
| Job Held: | | | Supervisor: | | | Phone Number | |
| Date Started: | Date Left: | Rate of Pay: | | Reason for Leaving: | | | |
| May the above employer be contacted for a reference? <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | | | | |
| Name of Company: | | Address: | | City: | | State: | ZIP: |
| Job Held: | | | Supervisor: | | | Phone Number | |
| Date Started: | Date Left: | Rate of Pay: | | Reason for Leaving: | | | |
| Name of Company: | | Address: | | City: | | State: | ZIP: |
| Job Held: | | | Supervisor: | | | Phone Number | |
| Date Started: | Date Left: | Rate of Pay: | | Reason for Leaving: | | | |
| Name of Company: | | Address: | | City: | | State: | ZIP: |
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| Job Held: | | | Supervisor: | | | Phone Number | |
| Date Started: | Date Left: | Rate of Pay: | | Reason for Leaving: | | | |

IMPORTANT PLEASE READ CAREFULLY BEFORE SIGNING

A routine inquiry may be made during the processing of this application that will provide information concerning your employment record and/or education. Signing below authorizes any firm, government agency, person, former employer or investigative agency to furnish Holsum Bakery, Inc. with any records or information they may have regarding your employment history, military history, school history, motor vehicle records, criminal history and/or personal data. It also releases such firms, government agencies, persons, past employers or investigative agencies from all liability whatsoever for issuing such information to Holsum Bakery, Inc.

Applicants accepted for employment are hereby notified that employment and compensation can be terminated, with or without cause or notice at any time at the option of either the Company or associate unless such employment is governed or affected by an express contract duly signed by an authorized officer of Holsum Bakery, Inc. Associate manuals or handbooks, or policy statements by Holsum Bakery, Inc., which affect employment are subject to change at any time and shall not be treated as contractual documents. Falsification of information provided on this application can be grounds for termination of employment.

Holsum desires to provide a safe, efficient and healthy workplace for all its associates. To help us achieve this goal, you will be required to pass a pre-employment alcohol/drug screen test.

Applicant's Signature

Date

VOLUNTARY APPLICANT SELF-IDENTIFICATION SURVEY

Holsum Bakery is a government contractor. As a matter of Holsum's Policy as well as applicable by law, we are required to keep records and perform certain analyses of our applicant pool by race, ethnicity and gender. Since such analyses are only possible if we know the EEO profile of our applicants, we are using this means to ask you to complete this survey and return it to us promptly.

Although this information which applicant's provide does not at all affect their prospects for employment and is, in fact, treated very confidentially, it is nevertheless very important to us. For any statistical analysis to be meaningful, we must have information on as many applicants as possible.

We appreciate that some applicants will find this request intrusive and we regret this. However, please be advised that we are required by the government to keep such records and perform such analyses; your cooperation will allow us to be accurate.

In addition, information on how you learned about the vacancy you applied for will assist us in our recruitment efforts.

The categories listed below are those used by the U.S. Bureau of Census and Department of Labor. Please mark as applicable.

Name

Position Applied For

How did you learn of this vacancy?

- Walk-In DES/Unemployment Employment Agency
 Advertisement Other _____

Sex:

- Male Female

Ethnic Group:

- White** (Persons, other than Hispanic) with origin in Europe, North America or the Middle East)
 Black (Persons with origin in any black racial group of Africa)
 Hispanic (Persons with origin in Mexico, Central America, South America, Cuba, Puerto Rico and Spain; includes black individuals of Hispanic origin)
 Asian/Pacific Islander (Persons with origin in the Far East, South East Asia or the Pacific Islands; includes Chinese/Chinese American, Japanese/Japanese American, Filipino, Pakistani or East Indian)
 Native American, Eskimo or Aleut (Persons with origin in North America, including Eskimos and Aleuts; who maintain cultural identification through tribal affiliation or community recognition)