



EMPLOYMENT APPLICATION

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| DATE OF APPLICATION |
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BoDeans Baking Holding Company is an Equal Opportunity Employer and as such considers all qualified applicants for employment, regardless of race, color, sex, national origin, ancestry, religion, marital or veteran status, age or disability.

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|------------------------------------|---------------------------|-------|----------------------------|
| NAME (LAST, FIRST, MIDDLE INITIAL) | | | TELEPHONE NO. |
| PRESENT ADDRESS | CITY | STATE | HOW LONG AT THIS ADDRESS |
| PREVIOUS ADDRESS | CITY | STATE | YEARS AT THIS ADDRESS |
| E-MAIL ADDRESS | BEST TIME TO BE CONTACTED | | ARE YOU 18 YEARS OR OLDER? |

How were you referred to BoDeans?

- Walk-In
 Newspaper Ad
 Radio Ad
 Website
 Job Service
 Employee Referral
 Other

Are you allowed to be lawfully employed in this country? Yes No

If hired, you will be required to submit documents sufficient to establish employment authorization and identity, in compliance with the Immigration Reform Control Act of 1986.

Do you have any relatives or friends who work for BoDeans? Yes No

If yes, what are their names and relationships? _____

What caused you to apply for employment with BoDeans?

Have you applied at BoDeans before? Yes No

If yes, when? _____

Have you ever worked at BoDeans before? Yes No

If yes, when? _____

Employment Desired

Position Applying for _____

Date Available _____

Employment Type: On-Call Temporary Full-Time Part-Time

Shift Desired: 1st 2nd 3rd

Expected Starting Salary _____

Willing to Work Overtime: Yes No

Military Service

Have you ever served in the U.S. Armed Services? Yes No Dates of Service: _____

Branch: _____

Rank: _____

Duties performed and training received: _____

No Yes ◀ Have you ever been convicted of, or plead guilty to or nolo contendere to or no contest to, a felony or misdemeanor, including DUI's and DWI's? This would not include minor traffic violations or a case that has been expunged, sealed, dismissed, erased, pardoned, or impounded. If yes, explain below.

NOTE: Answering yes will not necessarily disqualify an applicant from employment. Factors such as age and date of the offense, the seriousness of the violation and rehabilitation will be considered. Failure to disclose all criminal convictions and/or to disclose fully any other requested information will automatically disqualify you from further employment consideration, will result in the revocation of an existing offer of employment, and/or may result in the termination of your employment with BoDeans.

If you answered "yes," please explain, including the date(s) and nature of each offense. Please be accurate and complete.

No Yes ◀ Have you ever been disciplined or discharged for sexual harassment, fighting, assault, or related offenses? If yes explain.

No Yes ◀ Have you ever been disciplined or discharged for violating safety rules? If yes explain.

EDUCATIONAL BACKGROUND

| | | | |
|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|---------------|-------------------------|
| HIGH SCHOOL | LEVEL COMPLETED <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 | DEGREE EARNED | MAJOR / COURSE OF STUDY |
| COLLEGE | LEVEL COMPLETED <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 | DEGREE EARNED | MAJOR / COURSE OF STUDY |
| TRADE/BUSINESS/CORRESPONDENCE SCHOOL | LEVEL COMPLETED <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 | DEGREE EARNED | MAJOR / COURSE OF STUDY |

OTHER

WHAT OTHER SPECIAL SKILLS OR QUALIFICATIONS DO YOU HAVE?

EMPLOYMENT HISTORY: List your last three employers, starting with MOST CURRENT

Are you currently employed? Yes No *Ok to contact current employer?* Yes No

| | | |
|--------------------------------|----------------------------------------------------------------------------------|----------------------------|
| EMPLOYER NAME | EMPLOYMENT DATES From: _____ To: _____ | |
| ADDRESS | STARTING HOURLY RATE / SALARY | FINAL HOURLY RATE / SALARY |
| POSITION (S) HELD & JOB DUTIES | | SUPERVISOR |
| REASON FOR LEAVING | ELIGIBLE FOR REHIRE? <input type="checkbox"/> Yes <input type="checkbox"/> No | PHONE # |

| | | |
|--------------------------------|----------------------------------------------------------------------------------|----------------------------|
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| ADDRESS | STARTING HOURLY RATE / SALARY | FINAL HOURLY RATE / SALARY |
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| REASON FOR LEAVING | ELIGIBLE FOR REHIRE? <input type="checkbox"/> Yes <input type="checkbox"/> No | PHONE # |

| | | |
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| POSITION (S) HELD & JOB DUTIES | | SUPERVISOR |
| REASON FOR LEAVING | ELIGIBLE FOR REHIRE? <input type="checkbox"/> Yes <input type="checkbox"/> No | PHONE # |

REFERENCES: Names of three professional references (co-workers, banker, clergymen, etc.) NOT related to you whom you have worked with on more than a friendship level and have known at least three years.

| | | | |
|-------|--------------|------------|--------|
| NAME: | YEARS KNOWN: | HOW KNOWN: | PHONE: |
| NAME: | YEARS KNOWN: | HOW KNOWN: | PHONE: |
| NAME: | YEARS KNOWN: | HOW KNOWN: | PHONE: |

APPLICANT CERTIFICATION, AUTHORIZATION AND AGREEMENT:

(Please read carefully before signing)

I hereby certify that all the information provided by me on my Employment Application and in support of my Employment Application is true and complete to the best of my knowledge. I also understand that any misrepresentation or omission of facts on the Employment application is reason for not hiring me or cause for my dismissal, if I am hired.

I hereby authorize BoDeans Baking Holding Company, in connection with my employment, to investigate and inquire into my personal history, financial history, medical history and all other matters relative to arriving at an employment decision; and as a result of this investigation, I agree to hold blameless and free of all liability, BoDeans Baking Holding Company and all other persons, firms, corporations, schools, hospitals, former employers, and government agencies that provide information from their knowledge or records in direct response to inquiries made by BoDeans Baking Holding Company.

I hereby authorize BoDeans Baking Holding Company to provide any and all information concerning my employment to any person or firm with whom I later seek employment and, I agree to hold BoDeans Baking Holding Company blameless and free of all liability as a result of furnishing such information.

Furthermore, if hired by BoDeans Baking Holding Company, I understand and agree that:

1. My employment is for no definite period and may be terminated at any time without prior notice.
2. I will comply with all company rules, regulations and policies, written or oral.
3. If requested, I will submit to a physical examination and will do so when requested.
4. All records pertaining to my employment are and will remain property of BoDeans Baking Holding Company.

Signature _____ Date _____

Applicants are considered for all positions, and employees are treated during employment without regard to race, color, religion, sex, national origin, age, marital or veteran status, medical condition or handicap.

As an employer/government contractor, we comply with government regulations and affirmative action responsibilities.

Solely to help us comply with government record keeping, reporting and other legal requirements, please fill out the Applicant Data Record. We appreciate your cooperation. Refusal to provide this information will not subject you to adverse treatment.

This data is for periodic government reporting and will be kept in a Confidential File separate from Application for Employment.

Name _____ Date _____

Social Security Number _____ Position Applied For _____

Government agencies require periodic reports on sex, ethnicity, disability, and veteran status of applicants. This data is for analysis and affirmative action only. Submission of information about a disability is voluntary.

Check one: Male _____ Female _____

Check one of the following:

Race/Ethnic Group:

_____ **American Indian or Alaskan Native** – A person having origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community attachment.

_____ **Asian** – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

_____ **Black or African American** – A person having origins in any of the Black racial groups of Africa.

_____ **Native Hawaiian or Other Pacific Islander** – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

_____ **White** – A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

_____ **Hispanic or Latino(a) (all races)** – A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of culture.

_____ **Hispanic or Latino(a) (White race only)** – A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, and of the White race.

_____ **Hispanic or Latino(a) (all other races)** – A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, and of any race other than White.

Check if any of the following are applicable:

Vietnam Era Veteran _____ Disabled Veteran _____ Disabled Individual _____