



107 Black Mountain Avenue, Black Mountain, NC 28711
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APPLICATION FOR EMPLOYMENT

RED RADISH IS AN EQUAL OPPORTUNITY EMPLOYER.

State and federal laws prohibit discrimination in employment because of race, color, national origin, ancestry, sex, religion, age, mental or physical disability, veteran status, medical condition, marital status, sexual orientation, pregnancy, or any other characteristic protected by federal, state or local law.

NOTE: Please answer all questions completely and accurately. False or misleading statements during the interview and/or on this form are grounds for terminating the application process, or if discovered after employment, terminating the employment relationship.

Please print clearly. Use additional pages as necessary.

PERSONAL INFORMATION

Date: _____ **Position Applied For:** _____

Name: _____
Last First Middle

Address: _____
Street City State Zip

Telephone Number: (____) _____ **Email:** _____

Social Security Number: _____

Are you over 18 years of age or older? Yes No
If employed and under the age of 18, can you furnish a work permit? Yes No

Do you have a legal right to work in the United States? Yes No
If employed, you will be required to provide proof.

Do you have a valid North Carolina Food Handler Certificate? Yes No
If employed, you will be required to provide a copy.

Have you applied to The Red Radish for employment in the past? Yes No

If yes, when? _____ Position applied for: _____

Do you have any relatives currently employed by The Red Radish? Yes No

If yes, who? _____ What relation to you? _____

Have you ever used another name that we would need in order to verify your employment experience and education?

Yes No If yes, indicate such name and the date the name changed: _____

Have you been convicted of a crime (felony/misdemeanor), or entered a plea of guilty/no contest to a crime? Yes No

(Do not disclose convictions related to the possession or use of marijuana more than two years ago.) If yes, state when, where, and the nature of such conviction:

(In accordance with company policy, this information will be reviewed for job-relatedness and time since last conviction.)

Are you currently employed? Yes No If yes, may we contact your current employer at anytime? **Yes No** You may contact my

current employer, but only when: _____

POSITION

1. **Salary/wage desired:** _____ per _____

2. **When would you be available to start working?** _____

3. **How did you hear about the availability of the position for which you are applying?**

Newspaper Advertisement Radish Website Other Website _____

Friend Relative Walk-In Other: _____

4. **If you were referred by a current employee of The Red Radish, please give name** _____

5. **If the position for which you applying required the use of a vehicle, do you have a valid driver's license? Yes No**

License #: _____ Class: _____ State: _____ Expiration Date: _____

6. **Have you been given a Job Description, or have the requirements of the job been explained to you? Yes No**

Do you understand these requirements? **Yes No**

7. **Can you perform any or all of the job functions for the position you are seeking, either with or without reasonable accommodation? Yes No**

8. **Can you meet the attendance standards of our company, which requires all employees to report for work on time for all scheduled days or shifts? Yes No**

SPECIAL SKILLS, EXPERIENCE, & TRAINING

1. **Why should you be considered for this position? Be specific:**

2. Describe specialized training, apprenticeships, internships or skills:

3. Check special skills or training/experience:

Customer Relations General Computer Skills
 Espresso Bar Cash Register
 Sales Other _____

Specific Kitchen Equipment: _____

4. Please indicate any language skills, other than English, below:

Language	Reading			Speaking			Understanding			Writing		
	Fluent	Good	Fair	Fluent	Good	Fair	Fluent	Good	Fair	Fluent	Good	Fair

EMPLOYMENT EXPERIENCE

DIRECTIONS: Begin with your present or last job. Account for all periods of time, including military experience, and periods of unemployment and the nature of your activities. Since we will make every effort to contact previous employers, the correct telephone numbers are appreciated. **THE FOLLOWING MUST BE COMPLETED IN DETAIL. RESUMES ARE NOT ACCEPTED IN LIEU OF THIS INFORMATION.**

Employer	Dates Employed		Key Responsibilities
Address	From	To	
Telephone Number	Supervisor's Name, Title and Telephone Number		
Job Title	Hourly Rate/Salary		
Reason For Leaving Resigned Laid off Discharged Why?	Starting	Final	

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EDUCATION & TRAINING

Type of School	School Name, City and State		Major	Circle Last Year
High School				9 10 11 12
Junior College		From: To:	Degree: Yes No	1 2
College/University		From: To:	Degree: Yes No	1 2 3 4
Graduate School		From: To:	Degree: Yes No	1 2 3 4
Business/Trade/Night School		From: To:	Degree: Yes No	1 2 3 4

EMPLOYMENT REFERENCES

Name	Business Relationship	Organization/Address	Telephone
			()
			()
			()

CERTIFICATION

SafeServe Certification required. Please attach copy to this application.

DIRECTIONS: PLEASE READ AND INITIAL THE FOLLOWING CAREFULLY BEFORE SIGNING THIS APPLICATION FORM

I hereby certify that I have personally completed this application and that the answers given by me to the foregoing questions and statements are true and complete and that no material fact has been omitted. I understand that any false statements appearing on this or any other employment form will be sufficient reason to end further consideration of this application and not hire me; if discovered after my employment, such false statement will be sufficient reason for dismissal from the services of The Red Radish regardless of the time that has elapsed before discovery.

I authorize The Red Radish or it's designated agents to contact my references and to investigate my past employment, credit history, education credentials, Department of Motor Vehicles driving record, and other employment-related activities, without giving me prior notice of such disclosure. I agree to cooperate in such investigations and release those parties supplying such information to The Red Radish from all liability or responsibility with respect to information supplied to The Red Radish

I request, authorize and consent to the procurement of an Investigative Consumer Report and understand that it may contain information about my background, mode of living, character, personal characteristics and general reputation. This authorization in original or copy format, shall be valid for one year from the date indicated next to my signature below. According to the *Fair Credit Reporting Act*, I will be notified if employment is denied because of information obtained from a Consumer Reporting Agency. Additionally, I understand that if requested within 60 days, I will be given a full and accurate disclosure as to the nature and substance of all information provided.

I understand that filing this application in no way assures me a position with The Red Radish, and that this application is not, and is not intended to be, a contract of employment. I understand that if employed, my employment and compensation can be terminated, with or without cause, and with or without notice, at any time, and at the option of either The Red Radish or myself. I further understand that no one other than the President of The Red Radish has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing.

If employed by The Red Radish, I agree to abide by the rules, policies and procedures of The Red Radish and subsequent rules, policies and procedures that may become effective after employment. I understand that my initial and continued employment may be contingent upon the successful completion of a medical examination, and such examination may include drug and alcohol screening. I understand that The Red Radish believes strongly in a drug-free work environment and agree to abide by the drug and alcohol policies of The Red Radish during the time of my employment.

Signature of Applicant _____ Date _____

