

INTERMITTENT EMPLOYMENT APPLICATION

For use by Temporary Catering and Student applicants ONLY. Submit COMPLETED Application to the AVI Office.

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.)					

Do you have the legal right to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No	Are you 18 years of age or older? <input type="checkbox"/> Yes <input type="checkbox"/> No
If hired, can you provide evidence of your legal right to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No	If no, list your date of birth (except Utah applicants).

Available Start Date?	Desired wage?	Do you have any hobbies that would prevent you from working your regularly scheduled hours? 1. _____ 2. _____					
What times/days are you available to work?	<input type="checkbox"/> Sunday	<input type="checkbox"/> Monday	<input type="checkbox"/> Tuesday	<input type="checkbox"/> Wednesday	<input type="checkbox"/> Thursday	<input type="checkbox"/> Friday	<input type="checkbox"/> Saturday
	_____ to _____	_____ to _____	_____ to _____	_____ to _____	_____ to _____	_____ to _____	_____ to _____

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 The use of tobacco products will not necessarily disqualify you from the position for which you are applying. 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.

How were you referred to AVI Foodsystems, Inc.? <input type="checkbox"/> Walk-In <input type="checkbox"/> Job Fair – Name: _____ <input type="checkbox"/> Flier <input type="checkbox"/> School – Name: _____ <input type="checkbox"/> AVI Team Member Name: _____ <input type="checkbox"/> Newspaper Name: _____ <input type="checkbox"/> Online – Website: _____ <input type="checkbox"/> Other – Explain: _____	List any friends and/or relatives working for AVI Foodsystems, Inc. Name: _____ Name: _____ Name: _____
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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 – starting with the most recent employment. In addition, please 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 dismissed or asked to resign from any employer? Yes No If yes, please explain.

If not currently employed, explain reason for unemployment from last job until present?
(A period of unemployment will not prevent an applicant from employment with AVI)

CURRENT/FORMER EMPLOYMENT (Begin with Most Recent Employment)

Date	Employer Name & Address	Wage/Salary	Hours Worked per Week	Job Title	Supervisor Name	May we contact this Employer?
From		Starting		Job Title		<input type="checkbox"/> Yes <input type="checkbox"/> No If no, please explain.
To		Final		Responsibilities and Duties		
Please explain <u>in detail</u> reason for leaving or seeking employment:				Explain reason for period of unemployment between employers:		
From		Starting		Job Title		<input type="checkbox"/> Yes <input type="checkbox"/> No If no, please explain.
To		Final		Responsibilities and Duties		
Please explain <u>in detail</u> reason for leaving:				Explain reason for period of unemployment between employers:		

BEFORE ANSWERING THE TWO QUESTIONS BELOW, please refer to the instructions below if you are applying for a position in:

California, Connecticut, District of Columbia, Georgia, Massachusetts, Nebraska, Nevada, New Jersey, New York, Ohio, Pennsylvania, or Washington

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 record of a referral to, and participation in, any pretrial or post trial diversion program.

Connecticut Applicants: Do not identify any arrest, criminal charge or conviction records of which have been erased by a court based on sections 46b-146, 54-76o or 54-142a of the Connecticut General Statutes. Criminal records subject to erasure under these sections are records concerning a finding of delinquency or the fact that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that has been dismissed or not prosecuted, a criminal charge for which the person was found not guilty, or a conviction for which the offender received an absolute pardon. Any person whose criminal records have been judicially erased under one or more of these sections is deemed to have never been arrested within the meaning of the law as it applies to the particular proceedings that have been erased, and may so swear under oath.

District of Columbia Applicants: Do not identify convictions entered by the court more than ten years ago.

Georgia Applicants: Do not identify any verdict or plea of guilty or nolo contendere that was discharged by the court under Georgia's First Offender Act.

Massachusetts Applicants: Under Massachusetts law, an employer is prohibited from requesting criminal history information on an initial written application. **DO NOT RESPOND TO THE QUESTION SEEKING CRIMINAL RECORD INFORMATION.** You will only have to answer this question if you receive a conditional offer of employment. At that time you will not have to identify any record relating to prior arrests, criminal court appearances or convictions for which the record has been sealed and is on file with the Commissioner of Probation. You also will not have to identify prior arrests, court appearances and adjudications in 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. You also will not have to identify (1) an arrest, detention or disposition regarding any violation of law in which no conviction results; (2) first-time misdemeanor convictions for drunkenness, simple assault, speeding, minor traffic violations, affray or disturbance of the peace; and (3) convictions for other misdemeanors where the date of the conviction or the end of any period of incarceration was more than 5 years ago, unless there have been subsequent convictions in those 5 years.

Nebraska Applicants: Do not identify a sealed juvenile record of arrest, custody, complaint, disposition, conviction, diversion, adjudication or sentence.

Nevada Applicants: You must disclose all felony convictions, but may limit disclosure of misdemeanor convictions to those that occurred within the last seven years and which resulted in imprisonment. Please note that the discharge and dismissal of certain first time drug offenses, after the accused has completed probation and any required treatment or educational programs, does not constitute a "conviction" for purposes of employment.

New Jersey Applicants: You are not required to provide your criminal history information until after the initial employment process, however, according to New Jersey law you may voluntarily provide information regarding your criminal record(s), verbally or in writing, before completion of the initial employment process. You should understand that AVI has the right to ask about your criminal record(s) following the initial employment process. **Newark, NJ Applicants:** Do not respond to the question seeking criminal record information at this time. You will only have to answer criminal history questions if you receive a conditional offer of employment. At that time you will be asked whether you have ever been convicted of murder, voluntary manslaughter and/or certain sexual offenses. You will also be asked to report any conviction for a disorderly person offense or municipal ordinance violation (within five (5) years of sentencing) or any conviction for any other indictable offense (within eight (8) years of sentencing). If your criminal history includes a reportable conviction for a disorderly person or other indictable offense, you may be asked to report additional non-expunged convictions as allowed by law.

New York Applicants: You may answer "no record" concerning any criminal proceeding that terminated in "youthful offender adjudication," as defined in section 720.35 of the New York Criminal Procedure Law.

Buffalo, NY Applicants: Do not respond to the question seeking criminal record information at this time. You will only have to answer criminal history questions if you receive a job interview or a conditional offer of employment. **Rochester, NY and New York City, NY Applicants:** **DO NOT RESPOND TO THE QUESTION SEEKING CRIMINAL RECORD INFORMATION AT THIS TIME.** You will only have to answer criminal history questions after an initial job interview or if you receive a conditional offer of employment.

Ohio Applicants: Do not report any conviction for a minor misdemeanor drug violation as defined under Ohio Revised Code 2925.11.

Philadelphia, PA Applicants: Do not answer the criminal history question on this application. You will only be asked to provide information regarding prior convictions if you continue with the hiring process after an initial interview.

Washington Applicants: Do not identify any conviction entered by the court more than ten years ago unless some period of incarceration resulting from that conviction took place within the last ten years.

TO BE ANSWERED BY ALL APPLICANTS – UNLESS DIRECTED OTHERWISE ABOVE OR IF PROHIBITED BY OTHER FEDERAL, STATE OR LOCAL LAWS.

Have you ever been convicted or pled guilty or no contest to a misdemeanor?

Do not include convictions that were sealed, annulled or expunged pursuant to a court order. A "yes" answer will not necessarily disqualify you from the position for which you are applying. Only those convictions that are substantially related to the position you are seeking and consistent with AVI's business necessities will be considered. In considering those convictions, AVI will conduct an individualized assessment taking into account various factors such as the age and time of the offense, seriousness and nature of the violation and rehabilitation.

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, annulled or expunged pursuant to a court order. A "yes" answer will not necessarily disqualify you from the position for which you are applying. Only those convictions that are substantially related to the position you are seeking and consistent with AVI's business necessities will be considered. In considering those convictions, AVI will conduct an individualized assessment taking into account various factors such as the age and time of the offense, seriousness and nature of the violation and rehabilitation.

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

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 and in accordance with the instructions in this application. 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 recognize 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, 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 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, or for greater access to company assets and/or facilities.

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 and if hired, throughout my employment to the extent permitted by federal, state and local law. 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. 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.

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. **Initial: _____ Maryland Applicants: I UNDERSTAND THAT UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT OR CONTINUED EMPLOYMENT, THAT ANY INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.**

11. **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.

12. **Rhode Island Applicants:** AVI is subject to Chapters 29-38 of Title 28 of the General Laws of Rhode Island. It is, therefore, covered by the state's workers' compensation law.

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