



Employment Application

Rising Tide is a cooperative business dedicated to being a trusted community-based resource for high quality, natural, sustainable foods and goods.

Our vision is to be the trusted source of foods, goods and information for our community. We do this by providing:

- ◇ An atmosphere of trust and respect
 - ◇ A clean comfortable store
- ◇ Fresh, high-quality, sustainable foods
 - ◇ Environmentally friendly products
- ◇ Fairly-priced products that reflect our members' needs
- ◇ A strong relationship with local farmers, small businesses, local producers and other cooperatives
- ◇ Good communication and information to assist our community in making educated choices
- ◇ An equitable and rewarding workplace for our employees

Thanks for your interest in working at Rising Tide Community Market!

By filling out this application you are one step closer to obtaining a position at Rising Tide Co-op. Rising Tide is owned by and operated for the benefit of our member owners.

In our commitment to providing products which are the healthiest for ourselves and our planet, the Rising Tide buying team is committed to making organically-produced foods central to all departments. We also strive to purchase from smaller farms, local growers, and companies whose ethics and standards are similar to our own.

The main duty of all Rising Tide Co-op employees is exemplary customer service to all. Employees are expected to be friendly, knowledgeable, responsible, and possess a "can-do" attitude. We expect employees to "go the extra mile," both in interactions with customers and staff.

If you feel you are up to the challenge of working in a healthy, fast paced, retail environment that is open year round and allows you to grow and enrich the community, we invite you to complete the following application and look forward to your becoming a part of the Rising Tide team.

The Rising Tide Team

I have/can do the following...

(please check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Talk on the phone | <input type="checkbox"/> Be a quick learner |
| <input type="checkbox"/> Pay attention to details | <input type="checkbox"/> Work in a warmer/hot work environment |
| <input type="checkbox"/> Cook | <input type="checkbox"/> Work in a cooler/cold work environment |
| <input type="checkbox"/> Multi-task | <input type="checkbox"/> POS skills |
| <input type="checkbox"/> Lift up to 50 lbs. | <input type="checkbox"/> Work with food processors |
| <input type="checkbox"/> Good people skills | <input type="checkbox"/> Problem solve |
| <input type="checkbox"/> Be on my feet for 8+ hours | <input type="checkbox"/> Use e-mail and the internet |
| <input type="checkbox"/> Strong follow-through skills | <input type="checkbox"/> Handle multi-line telephones |
| <input type="checkbox"/> Microsoft Excel skills | <input type="checkbox"/> Work well under stress and deadlines |
| <input type="checkbox"/> Microsoft Word skills | <input type="checkbox"/> Smile |
| <input type="checkbox"/> Nutritional or Herbal training | <input type="checkbox"/> Cash handling/counting skills |
| <input type="checkbox"/> Organizational Skills | <input type="checkbox"/> Gluten-free knowledge |

Date: _____

(Applications will be considered active for 90 days. All applications are kept on file for one year. Please contact us if you would like your application to be active longer or to update any information.)

(please print CLEARLY)

Name: _____

Address: _____

Phone Number: _____

E-mail Address: _____

Have you ever worked for Rising Tide Co-op before?

no yes, when? _____

Have you ever volunteered for Rising Tide Co-op before?

no yes, when? _____

Are you looking for....

full time (30+ hours per week) part time (15 to 29 hours per week) anything available

Are you 17 years of age or older?

yes no (Employees must be 17 to sell alcohol, but younger applicants will not be excluded from consideration for jobs that do not require selling alcohol.)

Do you have a legal right to work in the United States?

(If you accept employment at Rising Tide, the Federal Immigration Act of 1986 requires that you provide documents establishing your identity and work authorization)

yes no

Have you ever been convicted of a felony?

no yes (If yes please list. Felony convictions are not an automatic disqualifying element in the hiring process.) _____

What days and times would you be available to work at the co-op? (Shifts at Rising Tide can start as early as 5:30 am or end as late as 8:30 pm. All RT employees must be able to work weekends)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

Do

you have any other time commitments? (Ex: school, other job, meetings, etc.) _____

What position are you applying for?

- cashier stocker
- buyer office work deli cook
- produce wellness dish washer
- anything available other: _____

Are you related to any current Rising Tide Employee?

no yes In what way? _____

If you were hired, when could you begin training?

How did you hear about Rising Tide Community Market? _____

Why do you want to work at Rising Tide? _____

What is your experience with natural foods? _____

Working a day at Rising Tide can be long and stress-filled. What makes you think you can perform well and excel under these conditions? _____

Great customer service is an important part of what makes Rising Tide more than just your average food market. Describe what you think are the ingredients of great customer service in a community-owned business.

How will working at Rising Tide fit into your long-term plans?
(What do you see yourself doing in a few years?)

Is there anything else you would like us to know about you while considering you for employment?

As a staff member, what do you expect from your managers and co-workers at Rising Tide?

Educational Background:

School	Name	Location	Years Completed	Did you graduate?	Subjects Studied
High School					
College					
Grad. School					
Other					

Work Experience: *(Please list most recent employment first)*

Position: _____ Supervisor: _____
 Employer: _____ Phone Number: _____
 Dates Employed from: _____ to _____ Pay: _____
 Reason for Leaving: _____
 Duties & Responsibilities: _____

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Professional References: (These should be three people **not related** to you whom you have known at least one year, particularly those who could speak to your **work experience**.)

Name	How does this person know you?	Phone Number

Please Read Before Signing

Equal Employment Opportunity

We do not and will not discriminate on the basis of race, religion, national origin, sex, age, disability, marital status, or status as a disabled veteran.

Accuracy of Information

I certify that all the information submitted by me on this application is true and complete to the best of my knowledge, and I understand that if I am employed, false statements on this application can be grounds for termination of my employment. I understand that this application, if I am employed by Rising Tide Co-op, will become part of my personnel file.

Authorization for Release of Information

In connection with this application, I authorize my former employers, schools, law enforcement agencies, and branches of the military to release information they may have about me. I release all parties supplying such information and the Co-op from any liability arising out of the release of any information.

Co-op Rules and Regulations

In consideration of my employment, I agree to abide by the Co-op's policies currently in existence and those that are implemented during any future employment.

Introductory Period

If hired by Rising Tide Co-op, I will be on a three month introductory period. At the end of the introductory period, my employment status will be evaluated.

_____ Signature _____ Date

Please feel free to attach a cover letter, resume, or additional information.

Thanks!

<p style="text-align: center;"><i>For office use only (Please initial any notes)</i></p>	
Date received _____	Notes:
Date acknowledged: _____ by _____	
Interview date: _____ by: _____	
Outcome: _____	