



An Equal Opportunity Employer

APPLICATION FOR EMPLOYMENT

Vantage Foods is an equal opportunity employer dedicated to a policy of non-discrimination in all areas of employment. In accordance with this policy, all applicants for employment will be considered without regard to race, color, creed, religion, handicap or disability, age, gender, national origin, genetic information, military or veteran status, ancestry, or any other characteristic protected under applicable federal, state/provincial, or local law.

PERSONAL INFORMATION			
Name:	Last	First	Middle
Address:	Street	City	State/Province
			Zip/Postal Code
Telephone	If you are under 18, can you furnish a necessary work permit/certificate to obtain employment?		If any of your employment or education was under a different name, please indicate and provide the name.

WORK-RELATED INFORMATION			
Applicants for positions in the United States only: Do you have the legal right to work in the United States? (yes or no)			
Applicants for positions in Canada only: Do you have the legal right to work in Canada? (yes or no)			
What position are you applying for? (select from the following – mark with an X): Vantage Foods will endeavor to make a modification / reasonable accommodation to the known physical or mental limitations of a qualified applicant with a disability unless the modification/accommodation would impose an undue hardship in the operation of the business.			
<input type="checkbox"/>	Meat Cutter (skilled)	<input type="checkbox"/>	Shipping/Receiving
<input type="checkbox"/>	General Labourer	<input type="checkbox"/>	Maintenance
<input type="checkbox"/>	Other (please specify):		
Are you applying for:	<input type="checkbox"/> Full-Time?	<input type="checkbox"/> Part-Time?	Date available to start work?
If applying for Part-Time, what days are you available to work? (select from the following – mark with an X) Vantage Foods will make a reasonable effort to accommodate the religious needs of its employees.			
<input type="checkbox"/>	Monday	<input type="checkbox"/>	Tuesday
<input type="checkbox"/>	Wednesday	<input type="checkbox"/>	Thursday
<input type="checkbox"/>	Friday	<input type="checkbox"/>	Saturday
<input type="checkbox"/>	Sunday		
Which shift can you work?	<input type="checkbox"/> Day?	<input type="checkbox"/> Afternoon?	<input type="checkbox"/> Night?
Are you available to work overtime? (yes or no)			
Have you worked for Vantage Foods before?		If yes, when?	
Reason for leaving:			

EDUCATIONAL INFORMATION		
School	Area of Study/Concentration	Graduated/General Education Diploma (GED): Yes or No?
High School/Equivalent		
College		
Post Graduate		
Technical School		
Other		

APPLICATION FOR EMPLOYMENT

WORK HISTORY

Please complete even if a resume was submitted. Please start from most recent employer. Applicants may also include any relevant experience obtained during military service.

From	To	Name and Address of Employer	Job Title and Pay Rate (optional)	Reason for Leaving

List any equipment you have operated for previous employers, as well as any special skills or abilities you possess:

OTHER INFORMATION

If you are applying for a position requiring a driver's license, please complete this question. All others should skip this question.

Do you have a valid Driver's License? (yes or no)		State/Province:	
Have you been convicted of a misdemeanor (not including minor traffic offenses) or felony? (yes or no) (Note: a conviction record will not necessarily be a bar to employment. A conviction which is substantially related to the functions or qualifications of the position(s) for which you are applying may be taken into consideration, pursuant to an individualized assessment and in accordance with applicable law).			
If yes, list offense, date, court, and location where the offense occurred: Note: applicants/residents of Pennsylvania, USA are not obligated to report misdemeanor convictions.			
How did you hear about this position? (mark with an X)		Vantage Employee Referral? (employee name)	
<input type="checkbox"/> Company Career Site	<input type="checkbox"/> Placement Office	<input type="checkbox"/> Internet Site	<input type="checkbox"/> Job Fair
<input type="checkbox"/> Walk-In	Newspaper? (which one)		

PROFESSIONAL REFERENCES (optional)

Name	Working Relationship	Contact Information



An Equal Opportunity Employer

APPLICATION FOR EMPLOYMENT

JOB APPLICANT'S AGREEMENT AND CERTIFICATION (please read carefully before signing)

I certify the information given by me in this application is true in all respects. I understand and agree that any falsification, misrepresentation, omission, or incomplete statement on this form relating to my application of employment may result in my denial of employment or, if employed, my immediate dismissal, whenever it is discovered. I agree not to knowingly submit to Vantage Foods any information that is false or contrary to applicable federal, state/provincial, or local law. I hereby authorize Vantage Foods or its authorized agent, or others as identified by Vantage Foods, to verify all information provided in this application and/or my resume to the extent permitted by federal, state/provincial, or local law. I release all such persons from any liability or damages related in any way to requesting, receiving, making use of, retaining, or disclosing such information. I represent that I meet the state's/province's minimum age requirement for work. I understand that, if offered employment, I will be required to submit proof of my identity and legal right to work in the United States/Canada, as a condition of my employment, in accordance with applicable law.

I understand that nothing contained in this application or conveyed verbally or in writing during any interview process is intended to create an employment contract, express or implicit, or offer or promise of employment, between Vantage Foods and myself for either employment or for providing any other benefit to me. By filling out this application, I am genuinely interested in working for Vantage Foods and I understand that an offer of employment may be subject to satisfactory reports and the accuracy of all pre-employment information I have supplied.

If hired in the USA, I understand that my employment with Vantage Foods is on an at-will basis, which means that my employment is for no definite period and may be ended at any time, for any reason, with or without cause or notice, by either myself or Vantage Foods.

I understand that, if offered employment, my employment with Vantage Foods may be subject to any or all of the following, depending on the job position, job location, and applicable law: successful completion of a post-offer/pre-employment medical, including a drug test, a review of references, a consumer report/background check, and collection and review of other background information, including criminal conviction information, all in accordance with applicable law. I understand that I may be required to complete necessary consent forms in order for Vantage Foods to conduct post-offer/pre-employment background checks and/or a pre-employment medical and drug test, all in accordance with applicable law. I understand that Vantage Foods recommends that I do not resign my current job until satisfactory post-offer, pre-employment check results are received.

I understand the Company's policies and procedures are neither an employment contract nor terms of an employment contract and the Company's policies, procedures, and benefits may be revised at any time, in whole or in part, at the sole discretion of the Company, to the extent allowed by federal, state/provincial, or local law.

I further understand that, if hired, Vantage Foods may request that I execute other documents, including, but not limited to, agreements regarding training, trade secrets, confidential information, conflicts of interest, and code of business conduct.

I certify I have disclosed any active non-compete or other similar legal agreements that the company or their pertinent client(s) for whom I am applying to work for should be aware of before making a decision to consider offering me employment. If employed by Vantage Foods, I agree not to bring any data or tools to my new job that do not belong to me.

Signature of Applicant	Date