

# Shady Brook Farm & the Market at DelVal

## Application for Employment

Shady Brook is a family company, dedicated to building a creative environment through family, tradition, community and FUN!! We create memories worth repeating with exceptional products, education & entertainment.

**We are an equal opportunity employer. Applicants are considered for positions without regard to race, religion, sex, national origin, age, disability, or any other category protected by applicable federal, state, or local laws.**

Thank you for showing interest in joining our team at Shady Brook Farm Markets. You are important to the Shady Brook experience, one that our guests have relied on throughout our history as being exceptional. Each member of our team has to be able to not only hold down their assigned position, but also be able to engage the guests with a smile and appropriate conversation. If one link on the team fails to deliver, the guest experience suffers. That's why we strive to employ the best team players!

To create a quality experience, professionalism is key. Guests need to be able to clearly identify staff members. This means following the dress code and maintaining proper hygiene so we can present our guests with the best. Coming to work prepared means wearing your Shady Brook Farm Markets t-shirt; seasons vary, so it is important to dress appropriately for weather conditions while honoring the dress code. Men and women should also keep a neat hair style that is out of the eyes for safety and visibility. If male employees choose not to shave, facial hair must be neatly trimmed. Piercings are limited to non-dangling earrings. Facial make-up should be family appropriate.

It is a big commitment-you have to strive to make each guest's day. The customers and their families need to be your priority while you are working so you can give them your best despite stress from school, your social life, etc. These skills are not only important to your success at Shady Brook, but also for the rest of your professional career. Everyone has problems, but when we work together to be considerate to our guests there is never a bad day at Shady Brook Farm Markets.

Shady Brook was founded by Herman Fleming in 1913; Shady Brook has its roots in growing crops wholesale for local businesses. As times changed, the Fleming family, now on its fourth generation of farmers, entered the retail business in 1984. Since then, it has been Shady Brook's mission to provide families with a unique memorable 'on the farm' experience! While fun is perceived individually, by creating and implementing our tested framework of behavior and appearance, we can exceed most guest expectations and ensure an enjoyable and safe time while visiting. When we exceed expectations, we turn our guests into fans. Loyal fans tell others about Shady Brook Farm Markets without paid advertising, enabling us to grow our business.

It is true that this might not be for you. Not everyone is "wired" for the retail and entertainment business. But if you think that you have what it takes to be a part of our team, please apply!

**Be Honest and respectful, Provide "wow" customer service, Have a SERVANT Attitude, Always find the good in customers and co-workers, Build open and honest relationships with communication, Hire and GROW the best, EMBRACE and drive CHANGE !!, Be Humble- say we and us not me & I, Build a POSITIVE team with a family spirit, Be adventurous, Creative and open minded!!, Create FUN and a little WEIRDNESS!!!**

**I am willing and able to be a servant leader! Signed: \_\_\_\_\_**

Position Applied For: \_\_\_\_\_

Last Name:	First Name:	Middle Name:
Home Telephone Number:	Cellular Phone Number:	

Present Address:	City:	State:	Zip Code:	How long have you lived there? Years:      Months:
Previous Address:	City:	State:	Zip Code:	How long have you lived there? Years:      Months:

Desired Salary/ Hourly Rate \_\_\_\_\_

Are you at least 18 years of age? (Circle one) Yes No      If not, state your age: \_\_\_\_\_

Can you produce the necessary work certificate at the time of employment? (Circle one) Yes No

How long are you willing to work here? \_\_\_\_\_ # of years \_\_\_\_\_ # of months

Type of employment desired? (Circle one) Full-time Part-time

How many hours per week? \_\_\_\_\_ Are you willing to work overtime? (Circle one) Yes No

I understand that shifts are anywhere from 3-8 hours? (Circle one) Yes No

I will be available to work during the week and weekends? (Circle one) Yes No

I am responsible for myself, my life and my shifts (not my parents)? (Circle one) Yes No

I am able & willing to work September - December? (Circle one) Yes No

This is a Summer Job for me and I am available to start (list start & end date)? \_\_\_\_\_

Date on which you can start work if hired \_\_\_\_\_

Specify Hours by checking time frames:

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Morning							
Afternoon							
Evening							

Other commitments or responsibilities that may interfere with availability: \_\_\_\_\_

Describe any hobbies or interests you have: \_\_\_\_\_

Have you previously applied for employment with this Company? (Circle one) Yes No

If yes, when and where did you apply? \_\_\_\_\_

Have you ever been employed by this Company? (Circle one) Yes No

If yes, provide dates of employment, location, and reason for separation from employment. \_\_\_\_\_

List all special technical skills that you feel qualify you for the job for which you are applying  
(For example, computer programming/language, software, equipment operation, special tools or machines, etc.)

---



---

Education	School Name and Location	Course of Study	Graduate?	# of Years Completed	Degree/Major
High School					
College					
Other education					
Life education					

Honors Received \_\_\_\_\_

**WORK EXPERIENCE**

Please list the names of your present and/or previous employers in chronological order with present or last employer listed first. Account for all periods of time including any period of unemployment. If self-employed, supply firm name and business references. You may include any verifiable work performed on a volunteer basis, internships, or military service. Your failure to completely respond to each inquiry may disqualify you for consideration from employment.

Employer \_\_\_\_\_

Name \_\_\_\_\_ Address \_\_\_\_\_ Type of Business \_\_\_\_\_  
 Job Title \_\_\_\_\_ Star/Stop date: \_\_\_\_\_ Wage: \_\_\_\_\_  
 Reason for Leaving \_\_\_\_\_  
 What will this employer say was the reason your employment terminated? \_\_\_\_\_  
 How much notice did you give when resigning? If none, explain. \_\_\_\_\_

Employer \_\_\_\_\_

Name \_\_\_\_\_ Address \_\_\_\_\_ Type of Business \_\_\_\_\_  
 Job Title \_\_\_\_\_ Star/Stop date: \_\_\_\_\_ Wage: \_\_\_\_\_  
 Reason for Leaving \_\_\_\_\_  
 What will this employer say was the reason your employment terminated? \_\_\_\_\_  
 How much notice did you give when resigning? If none, explain. \_\_\_\_\_

Have you ever been terminated or asked to resign from any job? (Circle one) Yes No  
 If yes, how many times? \_\_\_\_\_  
 Has your employment ever been terminated by mutual agreement? (Circle one) Yes No  
 If yes, how many times? \_\_\_\_\_  
 Have you ever been given the choice to resign rather than be terminated? (Circle one) Yes No  
 If yes, how many times? \_\_\_\_\_  
 If you answered Yes to any of the above three questions, please explain the circumstances of each occasion.  
 \_\_\_\_\_  
 \_\_\_\_\_

**REFERENCES**

Please list the names of additional work-related references we may contact. Individuals with no prior work experience may list school or volunteer-related references.

NAME	POSITION	COMPANY	WORK RELATIONSHIP (i.e., supervisor, co-worker)	TELEPHONE


Please list the names of personal references (not previous employers/relatives) who know you well, that we may contact.

NAME	OCCUPATION	ADDRESS	TELEPHONE	NUMBER OF YEARS KNOWN

The Company in the following statements is Shady Brook Farm Markets, Inc. operating as Shady Brook Farm or The Market at DelVal. I understand and agree that if driving is a requirement of the job for which I am applying, my employment and/or continued employment is contingent on possessing a valid driver’s license for the state in which I reside and automobile liability insurance in an amount equal to the minimum required by the state where I reside. \_\_\_\_\_

I understand the Company may now have, or may establish, a drug-free workplace or drug and/or alcohol testing program consistent with applicable federal, state, and local law. If the company has such a program and I am offered a conditional offer of employment, I understand that if a pre-employment (post-offer) drug and/or alcohol test is positive, the employment offer may be withdrawn. I agree to work under the conditions requiring a drug-free workplace, consistent with applicable federal, state, and local law. I also understand that all employees of the location, pursuant to the company’s policy and general, state, and local law, may be subject to urinalysis and/or blood screening or other medically recognized tests designed to detect the presence of alcohol or illegal or controlled drugs. If employed, I understand that the taking of alcohol and/or drug tests is a condition of continual employment and I agree to undergo alcohol and drug testing consistent with the company’s policies and applicable federal, state, and local law. \_\_\_\_\_

If employed by the company, I understand and agree that the company, to the extent permitted by federal, state, and local law, may exercise its right, without prior warning or notice, to conduct investigations of property (including but not limited to, files, lockers, desks, vehicles, and computers) and, in certain circumstances, my personal property. \_\_\_\_\_

I understand and agree that as a condition of employment and to the extent permitted by federal, state, and local law, I may be required to sign confidentiality, restrictive covenant, and/or conflict of interest statement, as well as an agreement to arbitrate. \_\_\_\_\_

I certify that all the information on this application, my resume, or any supporting documents I may present during any interview is and will be complete and accurate to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of any information may result in disqualification from consideration for employment or, if employed, disciplinary action, up to and including immediate dismissal. \_\_\_\_\_

THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE. NOTHING IN THIS APPLICATION OR IN ANY DOCUMENT OR STATEMENT, WRITTEN OR ORAL, SHALL LIMIT THE RIGHT TO TERMINATE EMPLOYMENT AT-WILL. NO OFFICER, EMPLOYEE OR REPRESENTATIVE OF THE COMPANY IS AUTHORIZED TO ENTER INTO AN AGREEMENT –EXPRESS OR IMPLIED- WITH ME OR ANY APPLICANT FOR EMPLOYMENT FOR A SPECIFIED PERIOD OF TIME UNLESS SUCH AN AGREEMENT IS IN A WRITTEN CONTRACT SIGNED BY THE PRESIDENT OF THE COMPANY. \_\_\_\_\_

IF HIRED, I AGREE TO CONFORM TO THE RULES AND REGULATIONS OF THE COMPANY, AND I UNDERSTAND THAT IT WILL NOT MODIFY ITS POLICY OF EMPLOYMENT AT-WILL. \_\_\_\_\_

I authorize and consent to, without reservation, any party or agency contacted by this employer to furnish the above-mentioned information. I hereby release, discharge, and hold harmless, to the extent permitted by federal, state, and local law, any party delivering information to the Company or its duly authorized representative pursuant to this authorization from any liability, claims, charges, or causes of action which I may have as a result of delivery or disclosure of the above requested information. I hereby release from liability the Company and its representative for seeking such information and all other persons, corporations, or organizations furnishing such information. \_\_\_\_\_

If hired by this Company, I understand that I will be required to provide genuine documentation establishing my identity and eligibility to be legally employed in the United States by this Company. I also understand this Company employs only individuals who are legally eligible to work in the United States. \_\_\_\_\_

THIS APPLICATION WILL BE CONSIDERED ACTIVE FOR A MAXIMUM OF SIXTY (180) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY. \_\_\_\_\_

I CERTIFY THAT ALL OF THE INFORMATION THAT I HAVE PROVIDED ON THIS APPLICATION IS TRUE, ACCURATE, AND COMPLETE. \_\_\_\_\_

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_

If the applicant is a minor, the foregoing release and consent must be signed by the applicant's parent or legal guardian. Signature by the applicant's parent or legal guardian constitutes acknowledgement by the applicant and the parent or legal guardian that the Company, to the extent permitted by federal, state, and local law, can test the applicant for illegal or controlled substances, conduct inspections of property without notice, and communicate test results to Company personnel who need to know, the applicant, and the applicant's legal guardian.

\_\_\_\_\_  
Parent/Legal Guardian

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date