

Kennie's Philosophy

PROVIDING EXCELLENT CUSTOMER SERVICE TO EVERY CUSTOMER, EVERY DAY.

Kennie's Shared Values

- ✓ **CONCERN FOR OTHERS** – CARING ATTITUDES AND COMMITTED TO HELPING THOSE WITH WHOM WE WORK AND ASSOCIATE.
- ✓ **ETHICAL CONDUCT** – HONEST, TRUTHFUL, FAIR AND HIGH STANDARDS OF MORALS.
- ✓ **SUPERIOR QUALITY AND FRESHNESS** – UNCOMPROMISING IN OUR GOAL TO MAINTAIN THE HIGHEST STANDARDS POSSIBLE.
- ✓ **ENTHUSIASTIC** – IN OUR ACTIONS AND COMMITMENT TO ACHIEVE ESTABLISHED GOALS. CREATING AN ATMOSPHERE WHERE PEOPLE WANT TO BELONG.
- ✓ **HEALTH AND FITNESS** – STRENGTHENING OUR BODIES AND MINDS FOR PRODUCTIVE AND HEALTHY LIVES.
- ✓ **TEAM SPIRIT** – WORKING TOGETHER IN AN ATMOSPHERE OF COOPERATION, TRUST AND RESPECT.
- ✓ **CONSTANT IMPROVEMENT** – VIGOROUSLY PURSUING CONSTANT IMPROVEMENT IN ALL WE DO. WE BELIEVE AND SUPPORT THE VALUE OF LIFELONG LEARNING.
- ✓ **COMMUNITY PRIDE** – WE UNDERSTAND THAT WE CONTRIBUTE WORTHWHILE WORK AND ARE COMMITTED TO IMPROVING THE QUALITY OF THE LIVES OF OUR FAMILIES AND OUR COMMUNITY.
- ✓ **ACCOUNTABILITY AND DISCIPLINE** – ACCOUNTABLE TO OURSELVES, OUR CUSTOMERS AND OUR CO-WORKERS. STRIVING TO ACHIEVE A CULTURE OF DISCIPLINED PEOPLE, DISCIPLINED THOUGHTS AND DISCIPLINED ACTION

Equal Employment Opportunity Statement

It is Kennie's policy to treat every individual, regardless of position, with dignity and respect, and to be fair in dealing with our employees and applicants. It has been, and will continue to be, a fundamental policy of Kennie's to provide equal opportunities to all qualified employees and applicants.



Join the **KENNIE'S** MARKETS Team!

Name: _____
(First)

(Last)

AN EQUAL OPPORTUNITY EMPLOYER APPLICATION FORM

Please Print

PERSONAL

Date: _____

Name: _____
(Last) (First) (Middle)

Address: _____
(Number & Street) (City) (State) (Zip)

Telephone Number: _____ Social Security Number: _____

Please print in ink or type.

Last Name _____ First _____ Middle _____ Social Security Number _____

Street Address _____ City _____ State/Zip Code _____ Area Code/Telephone No. _____

Are you over 18 years of age? Yes No
Cell Phone No. _____ Email Address: _____

Have you ever been convicted of a crime including non traffic summary offenses? Yes No
If yes, give date, place, and disposition _____

Can you, upon employment, submit verification of your legal right to work in the U.S.? Yes No

How did you learn of Kennie's? Newspaper (name) _____ Employee (name) _____ Friend (name) _____ Other - explain _____

Have you ever worked for Kennie's? Yes No
If yes, give dates and location. _____

Do you have access to adequate transportation to travel to and from work? Yes No
If no, please explain. _____

Type of work desired: _____

Availability (please indicate times)

FROM	MON	TUES	WED	THURS	FRI	SAT	SUN
TO							

TYPE OF EMPLOYMENT: Full-Time Part-Time

Date Available to start: _____

Education

Circle highest grade completed: Elementary _____ High School _____ College _____

Name of last High School _____ City and State _____
Did you graduate? Yes No

If you did not graduate from High School do you have a GED? Yes No

Colleges Attended _____ City & State _____
Major/GPA _____ Degree Obtained _____ Date Completed _____

Other Schools or Training _____ Courses _____ Certificate Obtained _____ Length of Course _____ Date Completed _____

Employment Record

This section must be completed even if supplemented by a resume. List employment beginning with your most recent employer. Include all periods of time since you left school. Use additional paper if necessary.

Date Started _____ Date Ended _____ Company Name _____
Base Salary Only _____ Start _____ End _____
Other Compensation (Bonus, Overtime, Etc.) _____

Job Title: _____
Company Address/Phone Number _____
Other Compensation (Bonus, Overtime, Etc.) _____

Duties: _____

Supervisor's Name _____ Reason for Leaving _____

Date Started _____ Date Ended _____ Company Name _____
Base Salary Only _____ Start _____ End _____
Other Compensation (Bonus, Overtime, Etc.) _____

Job Title: _____
Company Address/Phone Number _____
Other Compensation (Bonus, Overtime, Etc.) _____

Duties: _____

Supervisor's Name _____ Reason for Leaving _____

Date Started _____ Date Ended _____ Company Name _____
Base Salary Only _____ Start _____ End _____
Other Compensation (Bonus, Overtime, Etc.) _____

Job Title: _____
Company Address/Phone Number _____
Other Compensation (Bonus, Overtime, Etc.) _____

Duties: _____

Supervisor's Name _____ Reason for Leaving _____

Have you ever been disciplined or fired? Yes No
If Yes, Describe: _____

Employment References (prefer past supervisors)

Name and Occupation _____ Company _____ Phone Number _____

Colleges Attended _____ City & State _____
Major/GPA _____ Degree Obtained _____ Date Completed _____

Other Schools or Training _____ Courses _____ Certificate Obtained _____ Length of Course _____ Date Completed _____

CERTIFICATION and AUTHORIZATION - Please read thoroughly and sign below.
I certify that the information contained in this application is correct, to the best of my knowledge and I acknowledge that Kennie's is relying on the accuracy of the information provided. I authorize Kennie's to verify the accuracy of the information provided herein, and I authorize former employers, educational institutions and credit agencies to release information concerning me to Kennie's. I also authorize Kennie's to give references and provide information about me in response to inquiries subsequent to my employment if hired. I understand that falsification, misrepresentation or omission of requested facts may result in denial of employment or, if employed, may result in immediate dismissal. I understand and agree that I must produce applicable documents showing that I am a United States Citizen or alien lawfully authorized to work in the United States, within the time frame specified by Kennie's, to meet the Immigration Reform and Control Act of 1986 requirements. If I fail to comply with any of the requirements set forth above, I understand that an offer of employment will be rescinded or my employment will be terminated.
In consideration of my employment with Kennie's, I agree to conform to the Company's policies, rules and regulations. I understand and agree that my employment is at-will, and therefore, my employment and compensation can terminate, with or without cause, and with or without notice, at any time, at my option or at the Company's option. I further understand and agree that this at-will employment relationship as defined above will remain in effect throughout my employment with Kennie's.
I also understand and agree that no one has the authority to promise me job security or continued employment, except the President of the Company in formal written agreement signed by both of us.

Signature of Applicant _____

Date _____