

EMPLOYMENT APPLICATION

Fairway Holdings Inc is an Equal Opportunity Employer. Our policy is to provide equal employment opportunity to all qualified persons without regard to race, creed, color, religious belief, sex, age, place of national origin, ancestry, physical or mental disability, or veteran status, and other categories protected by law are not factors in employment, promotion, compensation or working conditions.

Please Print

Applicant Information

Name: _____
 Address: _____
 City/State: _____ Zip Code: _____
 Telephone: (____) _____ Message #: (____) _____
 Do you have a valid driver's license? _____ State/License #: _____
 Have you ever applied to, or worked for Fairway Holdings Inc before? _____ If yes, when? _____
 Do you have any friends or relatives working for Fairway Holdings Inc? _____
 If yes, state name and relationship: _____
 How did you hear about us/this opening? _____
 State briefly why you would like to work for Fairway Holdings Inc:

Are you a US citizen or otherwise authorized to work in the US on an unrestricted basis (You may be required to provide documentation.)? Yes _____ No _____
 Have you ever been convicted of a felony (excluding any sealed or expunged convictions)? _____
 As a part of the background information that you provide on this application, you are not required to provide, and you shall not voluntarily provide, Fairway Holdings Inc with any information regarding any conviction/arrest records pertaining to you that have been sealed or expunged. *(NOTE: No applicant will be denied employment solely on the grounds of a conviction of a criminal offense. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position(s) applied for may, however, be considered.)*
 If yes, explain: _____

General Information About Employment Desired

Position you are applying for? _____ Full-time or part-time? _____
 If part-time, hours per week desired: _____ Are you available for work on weekends? _____
 Are you available to work holidays? _____ Days of week you are available to work: _____
 Hours you are available to work: _____ Are you available to be on-call? _____
 Are you available to work evenings and nights? _____ Are you available to work overtime? _____
 If hired, on what date could you start work? _____
 Are you able to travel on company business? _____ % time willing to travel: _____
 Hourly rate of pay or monthly salary desired: _____

Education and Training (Include on-the-job training):

	<u>School/Location/Sponsor</u>	<u>Course of Study</u>	<u>Dates Attended</u>
High School			
Community College			
Trade School			
College/University			
Seminars/Other			

Special Skills

Do you speak, write or understand any foreign languages? _____

If yes, which language(s)? _____

Do you have any other experience, training, qualifications or skills which you feel make you especially suited for work at Fairway Holdings Inc? _____ If so, explain in detail below:

Professional Society Memberships: _____

Licenses (list states): _____

<u>Computer skills</u>	<u>Dates Used</u>	<u>Level of proficiency</u>
Hardware:		
Software:		

Use the space below to summarize other relevant experience, skills and background:

Please Read and Initial Each Paragraph Below (if there is any part of this page you do not understand, please ask the interviewer about it before signing).

_____ I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement on this application or on any documents used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

_____ I hereby authorize Fairway Holdings Inc to thoroughly investigate my references, work records, education and other matters related to my suitability for employment and, further, authorize my current and former employers to disclose to the company any and all letters, reports and other information pertaining to my employment with them, without giving me prior notice of such disclosure. In addition, I hereby release Fairway Holdings Inc, my current and former employers, and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

_____ I understand that if offered employment, the offer is contingent on my passing a pre-employment alcohol and drug screen and a pre-employment physical (factory only). By signing this application, I voluntarily agree to submit to a pre-employment alcohol/drug screen and pre-employment physical upon receipt of a verbal offer of employment. I understand that failure to pass the alcohol/drug screen and/or physical will result in withdrawal of the employment offer.

_____ I understand that nothing contained in the application or conveyed to me during any interview which may be granted is intended to create an employment contract, implied or explicit, between me and Fairway Holdings Inc. In addition, I understand and agree that if I am employed; my employment relationship with Fairway Holdings Inc is strictly voluntary and at our mutual will. I understand that if employed, my employment is for no definite period and may be terminated at any time, with or without prior notice, with or without cause or reason, at the option of either myself or Fairway Holdings Inc, and that no promises or representations contrary to the foregoing are binding on Fairway Holdings Inc unless made in writing and signed jointly by the President/CEO and myself.

_____ Furthermore, if employed, I agree that any dispute arising out of the termination of our employment relationship shall be resolved pursuant to mandatory binding arbitration at the written request of either Fairway Holdings Inc or myself. This agreement provides that such arbitration shall comply with and be governed by the Federal Arbitration Act and that any arbitration award arising from such dispute shall be limited to back pay.

_____ I understand and agree that any future changes in my title, duties, compensation, working conditions, and/or Fairway Holdings Inc benefits, policies and procedures will not alter our at-will and arbitration agreements.

_____ I understand that if offered employment, I will, as a condition of employment, be required to submit proof of my identity and legal right to work in the United States on my first day of employment.

_____ I further agree that I will settle any and all previously unasserted claims, disputes or controversies arising out of or relating to my application or candidacy for employment and/or cessation of employment with Fairway Holdings Inc exclusively by final and binding arbitration before a Neutral Arbitrator. By way of example only, such claims include claims under federal, state, and local statutory or common law, such as the Age Discrimination in Employment Act, Title VII of the Civil Rights Act of 1964, as amended, including the amendments of the Civil Rights Act of 1991, the Americans With Disabilities Act, the law of contract and the law of tort.

_____ By my signature of this Application, I acknowledge that the company did not inquire about and I did not provide any information regarding conviction/arrest records that have been sealed or expunged.

My signature below certifies that I have read and understand this complete page, and agree to the terms and conditions outlined in this document.

Applicant's Signature

Date

AFFIRMATIVE ACTION INFORMATION FORM

We are an affirmative action government contractor. In compliance with government regulations we are required to track the number of our applicants by gender, race/ethnicity group, and position for which applied.

We invite you to indicate your gender and race/ethnicity group below. This information will be kept separately from your application and will be used only in accordance with federal and state regulations.

YOU ARE NOT REQUIRED TO PROVIDE THIS INFORMATION. Your application for employment will be considered in the same manner whether or not you fill out this form.

GENDER

Male

Female

RACE/ETHNIC GROUP

- White** (*Not of Hispanic origin*) - All persons having origins in any of the original peoples of Europe, North Africa, or Middle East. It includes people who are Irish, German, Italian, Lebanese, Near Easterner, Arab, or Polish.
- Black or African American** - (*Not of Hispanic origin*) - All persons having origins in any of the black racial groups of Africa. It includes people who are Kenyan, Nigerian, or Haitian.
- Hispanic or Latino** - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- Asian** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, including Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- American Indian or Alaskan Native** – All persons having origins in any of the original peoples of North and South America, and who maintain tribal affiliation or community attachment.
- Native Hawaiian and Other Pacific Islander** – All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. It includes people who are Native Hawaiian or Chamorro.
- Two or More Races** – Includes all other responses not included in the race categories described above. Respondents such as multiracial, mixed, interracial, Wesort, or ‘Some other Race’ are included here.
- Other** - _____
- Do Not Wish to Participate**

Date of application: _____ Position desired: _____

How did you learn about Fairway Holdings? _____