

APPLICATION FOR EMPLOYMENT

B & G DELIVERY SYSTEM

AN EQUAL OPPORTUNITY EMPLOYER

PERSONAL INFORMATION

Name: Last First Middle

Present Address: Street City State Zip

Permanent Address: Street City State Zip

Telephone No.: Social Security No:

Are you 18 years of age or older? Referred By:

EMPLOYMENT DESIRED

Position: Date Available: Desired Wage:

( ) Full Time ( ) Part Time Specify Hours/Days:

Dates of any previous employment with B & G Delivery System:

From to Location(s) Supervisor(s)

EDUCATION

Table with 4 columns: Name and Location of School, Subjects Studied, Graduate?, and a blank column. Rows include High School, College, and Trade, Business or Other Schooling.

Relevant Experience or Special Skills

Five horizontal lines for entering relevant experience or special skills.

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FORMER EMPLOYERS

Describe all previous employment. (list most recent employer first) Use additional paper if necessary.

| Dates Employed | Name and Address of Employer | Rate of Pay | Position Held | Reason(s) for Leaving |
|----------------|------------------------------|-------------|---------------|-----------------------|
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REFERENCES

List the names of three persons, not related to you, whom you have known for at least one year.

| Name, Address & Phone | Business/Occupation | Years Acquainted |
|-----------------------|---------------------|------------------|
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NOTICE

New employees are required to produce verification of their legal right to work in the United States. If you are offered employment, can you produce sufficient documentation of your identity and right to work in the United States, and attest under penalty of perjury that the documents you produce are genuine and relate to you? \_\_\_\_\_

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ADDITIONAL INFORMATION

Have you ever been convicted of a felony or of any crime for which you served a jail or prison sentence?

\_\_\_\_\_ (Do not include convictions under Health and Safety Code sections 11357(b) or (c), 11360(b), 11364, 11365, or 11550 related to marijuana which occurred two or more years ago, or referrals to any pre-trial or post-trial diversion program.)

Are you currently awaiting trial for any criminal offense? \_\_\_\_\_.

Have you ever initiated an act of violence in the workplace? \_\_\_\_\_.

A "yes" answer to these questions will not necessarily disqualify you. Please explain any "yes" answer so that individual circumstances can be considered. Use additional paper if necessary.

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AGREEMENTS

I authorize the investigation of all statements contained in this application. I understand that falsification, misrepresentation or omission of facts will result in immediate dismissal or removal of my application from consideration. I authorize B & G Delivery System to secure information about my background and experience from other employers, educational institutions, references and government agencies, and for those parties to provide information concerning my background and experience. I release all parties from any liability arising therefrom.

If I am employed by B & G Delivery System, I agree to conform to the rules and regulations of B & G Delivery System. I also understand and agree that, except for arbitration and employment at-will status, my wages, hours, working conditions, job assignments and compensation are subject to change by B & G Delivery System. I understand my employment can be terminated, with or without cause and with or without notice, at any time at the option of B & G Delivery System or myself. I understand that, other than the President of B & G Delivery System no manager, supervisor or representative of B & G Delivery System has authority to enter into any agreement for employment for any special period of time, or to make any agreement contrary to at-will employment. Only the President of B & G Delivery System has the authority to change my at-will status, and then only in a writing expressly changing my at-will status.

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ARBITRATION

I agree that all claims arising during the application process or during my employment (if I am offered and accept employment), including but not limited to, unlawful discrimination, harassment, wrongful demotion, wrongful termination, invasion of privacy, defamation and/or breach of contract, will be presented to a neutral arbitrator for final and binding decision in accordance with procedures set forth in the American Arbitration Association's ("AAA") National Rules for the Resolution of Employment Disputes. The parties may, however, agree to an arbitrator not affiliated with the AAA. The time limits for initiating an arbitration shall be the same as would apply to the filing of a complaint in court. A late request will be void. Nothing in this agreement affects my rights or the Company's rights of access to Equal Employment Opportunity Commission, California Department of Fair Employment and Housing or National Labor Relations Board administrative proceedings or to petition for judicial review of such administrative proceedings. This agreement shall be interpreted to incorporate all provisions required by law for a valid arbitration agreement.

I also agree that if any court of competent jurisdiction declares that any part of this arbitration agreement is illegal, invalid or unenforceable, such a declaration will not affect the legality, validity or enforceability of the remaining parts of the agreement, and that illegal, invalid or unenforceable part(s) will no longer be part of this agreement.

**THIS AGREEMENT IS A WAIVER OF ALL RIGHTS TO CIVIL COURT ACTIONS FOR CLAIMS ARISING OUT OF THE APPLICATION PROCESS AND MY EMPLOYMENT, IF OFFERED. ONLY THE ARBITRATOR, NOT A JUDGE OR JURY, WILL DECIDE THE CLAIM OR DISPUTE.**

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My signature below certifies that I have read and understand this application, and to the best of my knowledge, the information I provided is true and correct. My signature below also certifies that I agree to be bound by the terms and conditions of employment stated in this application. This application contains all the understandings and agreements between me and B & G Delivery System concerning the nature of my employment, if any, by B & G Delivery System and supersedes all prior and/or contemporaneous practices, oral or written agreements, understandings, representations and promises, express or implied, between me and B & G Delivery System.

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

It is B & G Delivery System's policy to fill every position without regard to race, color, religion, creed, sex, marital status, age, national origin, ancestry, disability, medical condition, sexual orientation or any other consideration made unlawful by applicable federal, state, or local laws. B & G Delivery System is an equal opportunity employer and selects employees on the basis of qualifications. Please contact the General Manager of B & G Delivery System if you have any questions or complaints regarding this policy.