



T.A. Solberg Co., Inc – Application of Employment
(Trig's, Village Market, Postal Express, Trig's Shell, Trig's Smokehouse)

Date: _____

Name: _____ E-mail Address: _____

Current Address: _____ City: _____

State / Zip: _____ Phone: _____

Phone number where we can reach you during the day: _____

If you are under 18, please state age and date of birth: _____

Are you either: (1) a U.S. citizen or, if not, (2) do you currently have lawful employment authorization which permits you to work for the Company without the Company having to take any action, either upon employment, or at any date in the future, to ensure or assist you in maintaining lawful employment authorization to work for the Company? Yes No

If your answer was "Yes," answer the following question: Are you a student on a temporary visa?
 Yes No Proof of authorization to work will be required if employed by the company.

Have you ever applied to the company before: _____ If yes, when and under what name:

Have you ever worked with us before? _____ If yes, when, where, and under what name:

General

Note: *If you are applying for a position that requires a commercial driver's license (CDL), additional information will need to be provided. Please make sure to complete the Driver Application Form with Addendum. This form can be downloaded from <https://trigs.com/careers> (Look for the download button). Please be prepared to have the addendum completed in full and ready to be turned in upon an interview request.*

Position(s) applied for: List top 3 choices: *Examples: Cashier, Deli, Bakery, Stocker, Bagger*

Position: _____ Desired Rate of Pay: _____

Position: _____ Desired Rate of Pay: _____

Position: _____ Desired Rate of Pay: _____

Please indicate which type of employment interest you:

Full-time Part-time Seasonal Temporary (please specify dates): _____

How did you hear that our company was hiring(circle all that apply): *Referral Company Website Walk-In Social Media Newspaper (Please specify which one)* _____

In-store Signage Job Site (ex. Indeed, Glassdoor) Other _____

Availability

List times available next to each day (ex. Mon: 3pm to 10pm) – (This does not guarantee any specific hours. Opportunities available based on flexibility.)

Sun: _____ Mon: _____ Tues: _____ Wed: _____

Thurs: _____ Fri: _____ Sat: _____

On occasion, we work more than 8 hours per day and most holidays -- is that a problem? Yes _____ No _____
Do you have transportation to work? Yes _____ No _____

Why are you applying for this position: _____

Are you presently employed: _____ If yes, why do you seek to change your employment: _____

Are you on layoff and subject to recall: _____ If yes, When is the possible recall date: _____

Criminal And Other Offenses

(1) Have you ever been convicted of, plead no contest to, or been fined in connection with any felony, misdemeanor, municipal ordinance violation, or any other type of offense (other than a parking ticket), regardless of the nature of the penalty or fine for that offense? A yes answer does not automatically disqualify you from employment. Yes _____ No _____ If Yes, provide 1) the nature of each conviction; 2) date of each conviction; and 3) state and county in which you were convicted:

(If you are in doubt about the nature of any offense, please list; this question is designed to require disclosure of all past convictions, violations, fines or offenses, and the failure to list a conviction, offense, violation or fine will be considered falsification and will be grounds for refusal to hire or termination of employment. However, no applicant will be denied a position because of a past conviction, offense, violation or fine, which is not substantially related to the circumstances of the employment sought.)

(2) Are you currently subject to a pending criminal charge for any misdemeanor or felony? A yes answer will not automatically disqualify you from employment. Yes _____ No _____ If Yes, provide 1) the nature of the pending charge; 2) date of the pending charge; and 3) state and county in which the charge is issued:

(This question is designed to obtain information on all pending criminal charges, whether felony or misdemeanor. However, no applicant will be denied a position because of a pending criminal charge which is not substantially related to the circumstances of the employment sought.)

Education

Highest Level of Education Completed 8 9 10 11 12 13 14 15 16 17+

Did you Graduate? ___ Yes ___ No Degree/Diploma/Certificate _____

Please list any academic honors or certifications you have received that you believe relate to the job or jobs for which you are applying: _____



Employment History

Present or Most Recent Employer:

Name: _____ Phone: _____

Address: _____ Employed: From: _____ To: _____

Supervisor: _____

What did you do there: _____ Reason for Leaving: _____

If this is your current employer, may we contact for a reference? Yes _____ No _____

Next Previous Employer:

Name: _____ Phone: _____

Address: _____ Employed: From: _____ To: _____

Supervisor: _____

What did you do there: _____ Reason for Leaving: _____

Next Previous Employer:

Name: _____ Phone: _____

Address: _____ Employed: From: _____ To: _____

Supervisor: _____

What did you do there: _____ Reason for Leaving: _____

Professional References

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

Name	Address/Phone #	Business
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

Equal Opportunity Policy

T. A. Solberg Co., Inc. is an equal opportunity employer and fully subscribes to the principles of equal employment opportunity. It is our policy to provide employment, compensation and other benefits related to employment based on qualifications, without regard to race, color, religion, national origin, age, sex, veteran status, or disability, or any other basis prohibited by Federal or State law. As an equal opportunity employer, this company intends to comply with all Federal and State laws and the information requested on this application will not be used for any purpose prohibited by law. This application will be given consideration, but its receipt does not imply that the applicant will be interviewed or employed. If you need an accommodation to participate in the application process, please contact the HR Department.

*Applicants are generally expected to be available during all 12 months of the year

*If you do not hear from us within 60 days, please submit a new application.

*For detailed information about our dress code policies including standards on attire, jewelry, piercings, tatoos, footwear, hair style, smoking, and food safety, please contact the HR Department. Certain accommodations can be made to ensure all associates are able to comply with all policies.

COVID-19 Policies

In an effort to provide a safe work environment for all associates, guests, and busines partners, a series of safety protocols and policies are in effect to prevent the spread of illness and disease. Associates will be required to comply with the following policies:

-Personal Health Notification Policy: All associates must notify their facility leader immediately if experiencing any of the following symptoms or health concerns:

-Cold or flu-like symptoms (Sore Throat, Fever, Coughing, Shortness of Breath, Body Aches)

-Exposure or suspected exposure to anyone with cold or flu-like symptoms

-Diagnosed with or being tested for COVID-19.

-Exposure or suspected exposure e to anyone diagnosed with or being tested for COVID-19.

-Subjected to a quarantine at the recommendation of a health official or provider.

-Quarantine Guidelines: There are certain quarantine guidelines that will be enforced that complies with CDC recommendations. These guidelines are subject to change. Please contact your location's HR Leader if you have specific questions about these protocols. In some scenarios, temporary mask wearing may be required.

Employment Agreements

Are you subject to any employment agreement or post-employment agreement with any other employer (including, but not limited to, employment contracts, non-compete agreements, intellectual property rights agreements and/or confidentiality agreements)? Yes _____ No _____ If yes, attach a complete and accurate copy of each agreement.

I certify that the facts set forth in this application are true, correct and complete without misrepresentations or omissions of any kind whatsoever. I authorize investigation of the statements I have made herein.

I hereby release from any and all liability all representatives of T.A. Solberg Co., Inc. for their acts performed in connection with evaluating my application, background, credentials and qualifications. I hereby further authorize any party (including the companies, schools and organizations listed in this application form) to release any information they may have about me to T.A. Solberg Co., Inc., including all of my personnel records with prior employers. I also release all persons, companies, schools and organizations (and all persons connected with them) who provide such information to T.A. Solberg Co., Inc. from any and all liability for any damage for giving this information. I understand that if any of the information on this application form is discovered to be incorrect, false or misleading or if there are any misrepresentations or omissions of any kind whatsoever, then T.A. Solberg Co., Inc. may deny me employment or terminate my employment, and I agree that T.A. Solberg Co., Inc. shall not be liable in any respect if it does so.

I understand that if I am employed by T.A. Solberg Co., Inc., any such employment is not binding on either party for any specific period of time. I further understand that no representative of T.A. Solberg Co., Inc., other than the President, has any authority to enter into any agreement for employment for any specified period of time. Any such agreement must be in writing and signed by the President. I understand that any other written or oral statement to the contrary, even if made by a supervisor, manager or officer of T.A. Solberg Co., Inc. is invalid and should not be relied on by me. I understand that if employed I will be an employee-at-will and that either T.A. Solberg Co., Inc. or I may terminate that employment relationship at any time, for any reason, with or without notice.

(Signature of Applicant)

(Date)

Authorization for Reference Check

I am applying for employment with T.A. Solberg Co., Inc. I hereby authorize any and all persons (including any and all employers with whom I have been employed, schools that I have attended and organizations with which I have been connected) to release any and all information they have about me to T.A. Solberg Co., Inc. This includes all of my personnel records with prior employers and any information about my performance during my employment with them and also includes all of my transcripts from any schools that I have attended. I hereby release all persons, companies, schools and organizations (and all persons connected with them) who provide such information to T.A. Solberg Co., Inc. from any and all liability for any damage for giving this information.

This Authorization shall remain in effect for a period of one (1) year from the date on which I sign it. A photocopy of this Authorization may be used by T.A. Solberg Co., Inc. and shall be as effective as the original.

(Signature of Applicant)

(Date)