



EMPLOYMENT APPLICATION

All persons shall have the opportunity to be considered for employment without regard to their race, color, religion, national origin or ancestry, age, disability, sexual orientation, sex, marital status, veteran status, citizenship, any previous assertion of a claim or right under the Maine Workers' Compensation Act, or any previous actions that are protected under the Maine Whistleblowers' Protection Act or any other characteristic protected by applicable Federal or state laws.

The Company will endeavor to make reasonable accommodations to the known physical, mental or other impairments of otherwise qualified applicants to enable them to participate in our applicant screening process, unless doing so would impose an undue hardship. If you believe you need assistance to complete this application or participate in an interview, please let us know.

GENERAL

Form with fields: NAME (LAST) (FIRST) (MIDDLE), SOCIAL SECURITY #, DATE OF APPLICATION, PRESENT ADDRESS (STREET, CITY, STATE, ZIP CODE), PHONE NO. - DAY, PHONE NO. - EVENING, EMAIL ADDRESS

LIST ALL OF YOUR PREVIOUS ADDRESSES FOR THE PAST FIVE YEARS:

Form with three rows for previous addresses, each with fields for (Street, City, State, Zip Code), From (month/year), and To (month/year)

POSITION

Form with fields: POSITION APPLYING FOR, SOURCE OF REFERRAL, DATE AVAILABLE

SKILLS, INTERESTS, LICENSES, TRAINING OR EXPERIENCE YOU CONSIDER RELEVANT TO DESIRED POSITION

Are you at least 18 years of age? YES NO

Are you legally eligible to work in the United States? YES NO

PURSUANT TO THE IMMIGRATION REFORM AND CONTROL ACT OF 1986, ALL NEW HIRES MUST PRODUCE DOCUMENTS DEMONSTRATING THEIR ELIGIBILITY TO WORK IN THE UNITED STATES WITHIN SEVENTY-TWO HOURS AFTER COMMENCEMENT OF EMPLOYMENT.

Have you ever applied for employment with our company? YES NO If yes, when?

Have you ever been employed by Backyard Farms (or US Functional Foods), either regular or temporary? YES NO

If yes, when? In what position?

Are you prohibited from or limited in your performance of any job duties for our company by a contract of any kind that you signed? YES NO (IF YES, PLEASE PROVIDE A COPY OF THE AGREEMENT TO US TO EVALUATE.)

Are you applying for Full Time: YES NO or Part Time: YES NO

If Part Time indicate the days and times you are available to work: Monday: from AM PM to AM PM, Tuesday: from AM PM to AM PM, Wednesday: from AM PM to AM PM, Thursday: from AM PM to AM PM, Friday: from AM PM to AM PM

ARE YOU AVAILABLE TO WORK THE FOLLOWING? OVERTIME: YES NO EVENINGS: YES NO WEEKENDS: YES NO 2ND SHIFT: YES NO 3RD SHIFT: YES NO HOLIDAYS: YES NO

EMPLOYMENT RECORD: Starting with your present or most recent employment, list all employment for the past 5 years, including self-employment, summer, part-time, and part-or full-time military service. You may also include any work performed on a volunteer basis. If you were unemployed for any period greater than 3 months, please include the information in the Unemployment Record section below. *Please fill out this section carefully—gaps in the record may delay processing of your application.*

If your reason for leaving your current employer or for leaving any previous employer was involuntary (such as due to a layoff or dismissal), you must indicate this as your reason, and you should **not** list a reason which suggests that your departure was at your initiative. If your reason for leaving any employer was voluntary, you should state this along with any additional clarification you wish to provide.

START DATE (MO/YR)	END DATE (MO/YR)	FINAL POSITION TITLE	FINAL WAGE \$ per	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO
EMPLOYER		LAST SUPERVISOR'S NAME		REASON FOR LEAVING
STREET ADDRESS, CITY, STATE, ZIP CODE				PHONE ()
POSITION DESCRIPTION				

START DATE (MO/YR)	END DATE (MO/YR)	FINAL POSITION TITLE	FINAL WAGE \$ per	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO
EMPLOYER		LAST SUPERVISOR'S NAME		REASON FOR LEAVING
STREET ADDRESS, CITY, STATE, ZIP CODE				PHONE ()
POSITION DESCRIPTION				

START DATE (MO/YR)	END DATE (MO/YR)	FINAL POSITION TITLE	FINAL WAGE \$ per	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO
EMPLOYER		LAST SUPERVISOR'S NAME		REASON FOR LEAVING
STREET ADDRESS, CITY, STATE, ZIP CODE				PHONE ()
POSITION DESCRIPTION				

START DATE (MO/YR)	END DATE (MO/YR)	FINAL POSITION TITLE	FINAL WAGE \$ per	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO
EMPLOYER		LAST SUPERVISOR'S NAME		REASON FOR LEAVING
STREET ADDRESS, CITY, STATE, ZIP CODE				PHONE ()
POSITION DESCRIPTION				

Have you ever been dismissed, suspended, or asked to resign from any position? YES NO

IF YES, DESCRIBE IN FULL (INCLUDING NAME OF EMPLOYER AND REASON FOR LEAVING).

UNEMPLOYMENT RECORD: Account here for all intervals of unemployment or gaps in employment during the past 5 years.

- 1) From (mo/yr): _____ to (mo/yr): _____ State what you were doing: _____
- 2) From (mo/yr): _____ to (mo/yr): _____ State what you were doing: _____
- 3) From (mo/yr): _____ to (mo/yr): _____ State what you were doing: _____

EDUCATION & TRAINING Do not indicate that you have graduated unless you have actually been awarded your degree or diploma. If you are completing your final course requirements, have had your degree or diploma withheld due to nonpayment of tuition, or for any other reason have not been awarded your degree or diploma, you should answer "no" to the question "Did you graduate?"

COLLEGE	GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO	TYPE OF DEGREE OR DIPLOMA	MAJOR SUBJECT	NAME OF SCHOOL CITY & STATE
HIGH SCHOOL	GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> DIPLOMA <input type="checkbox"/> GED	MAJOR SUBJECT	NAME OF SCHOOL CITY & STATE
OTHER	GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO	TYPE OF DEGREE OR DIPLOMA	MAJOR SUBJECT	NAME OF SCHOOL CITY & STATE

REFERENCES LIST THREE PERSONS, OTHER THAN RELATIVES OR PERSONAL FRIENDS, WHO HAVE KNOWLEDGE OF YOUR WORK EXPERIENCE AND/OR EDUCATION. Please list daytime phones if possible.

NAME/TITLE	Relationship/Company/Organization, etc.	MAILING ADDRESS	PHONE
			Day (preferred): Evening
			Day (preferred): Evening
			Day (preferred): Evening

CRIMINAL CONVICTION HISTORY

*Have you ever been convicted of a felony? YES NO
If yes, please disclose all convictions in the space provided below. Please note that you are not required to disclose any record that was sealed by a juvenile court.

*During the past 5 years, have you been convicted of any misdemeanor? Examples of misdemeanors include driving while intoxicated, driving while license suspended/revoked, and disorderly conduct. YES NO
If yes, please disclose all convictions in the space below. Please note that you are not required to disclose any record that was sealed by a juvenile court.

Offense	Date	Location

*A conviction record may, but will not necessarily, be a bar to employment. Factors such as age and time of the offense, seriousness and nature of the violation, and rehabilitation will be taken into account. If you wish to provide information about any of these factors, please do so.

NOTICE TO APPLICANT

PLEASE READ CAREFULLY.

If hired, you agree to complete additional forms, as required by Federal Law to establish employment and identity eligibility.

Fair Credit Reporting Act and Similar State Laws

*In connection with your application for employment, Backyard Farms LLC ("Backyard") will obtain consumer reports, consumer credit reports, or investigative consumer reports that include information regarding your financial and credit record, education, character, general reputation, personal characteristics, and mode of living. These reports also may be obtained during the course of your employment. These consumer reports, consumer credit reports and investigative consumer reports may be shared among Backyard affiliates. If you do not wish these reports to be shared, you **must** check the following box: If you check this box, we will not be able to complete your background investigation, and therefore will not be able to consider you any further for employment. **By signing this document, you authorize Backyard to obtain these reports and share them amongst Backyard affiliates for employment purposes.** Generally, consumer credit reports are obtained from Trans Union LLC or Equifax. You may request a statement of the nature and scope of a consumer report or investigative consumer report by writing to Backyard Farms LLC, 131 River Road, Madison, Maine 04950. Included with this application form is a Fair Credit Reporting Act notice, which you may retain for your records. Please check this box if you wish to receive a copy of any consumer report provided to Backyard and list the address to which you would like the report sent*

_____.

Offers of employment are not valid or binding until you have received the formal, signed, written offer and accompanying materials.

By signing this document, you are certifying that the information contained on this application or that you otherwise provide to Backyard in connection with your application is accurate and complete in all respects. Information and references you provide may be investigated by the company or its agents, and giving inaccurate or incomplete information may result in you being rejected from employment or have an offer of employment revoked, or if the inaccuracy or omission is discovered after your employment has commenced, may result in disciplinary action or immediate dismissal from employment. **You authorize Backyard to verify all information you have provided on this application form, to conduct a comprehensive background investigation which may, if appropriate, encompass records retained by any licensing or registering entity, and to check personal and employment references.**

By signing this document, you are authorizing anyone to provide information to Backyard or its agents in connection with a pre-hire, background, or other investigation, and are releasing anyone from any liability to you which could result from their disclosure of information to Backyard. A photocopy of this authorization and release is valid to the same extent as the original.

If offered employment, you understand that you will be required to be tested for Substance Abuse as a condition of employment. At the time of such an offer, you will be provided a copy of the Company's Substance Abuse Applicant Policy.

If hired, you understand **that your employment may be terminated with or without cause or reason and with or without notice at any time, at the will of the Company or yourself. You further understand that no representative or agent of the Company has the authority to enter into any agreement for employment for any specific period of time, or to make an agreement contrary to the foregoing.** In addition, you understand that the Company and all plan administrators shall have the maximum discretion permitted by law to administer, interpret, modify, discontinue, enhance or otherwise change all policies, procedures, benefits or other terms and conditions of employment.

You further understand that in order to be considered for employment, you must individually file an original application as group applications are prohibited.

You understand this application will be active for a period of sixty (60) calendar days; after that time, if you wish to be considered for employment, you must submit a new application.

AGREEMENT BY APPLICANT

I have read the foregoing Notice to Applicant, understand it, and agree to be bound by it.

Signature _____

Date: _____

Notice to Applicant

**The previous page of this application contains the same information and requires your signature.
Please retain this page for your personal records.**

If hired, you agree to complete additional forms, as required by Federal Law to establish employment and identity eligibility.

Fair Credit Reporting Act and Similar State Laws

*In connection with your application for employment, Backyard Farms LLC ("Backyard") will obtain consumer reports, consumer credit reports, or investigative consumer reports that include information regarding your financial and credit record, education, character, general reputation, personal characteristics, and mode of living. These reports also may be obtained during the course of your employment. These consumer reports, consumer credit reports and investigative consumer reports may be shared among Backyard affiliates. If do you do not wish these reports to be shared, you **must** check the following box: If you check this box, we will not be able to complete your background investigation, and therefore will not be able to consider you any further for employment. **By signing this document, you authorize Backyard to obtain these reports and share them amongst Backyard affiliates for employment purposes.** Generally, consumer credit reports are obtained from Trans Union LLC or Equifax. You may request a statement of the nature and scope of a consumer report or investigative consumer report by writing to Backyard Farms LLC, 131 River Road, Madison, Maine 04950. Included with this application form is a Fair Credit Reporting Act notice, which you may retain for your records. Please check this box if you wish to receive a copy of any consumer report provided to Backyard and list the address to which you would like the report sent*

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By signing this document, you are certifying that the information contained on this application or that you otherwise provide to Backyard in connection with your application is accurate and complete in all respects. Information and references you provide may be investigated by the company or its agents, and giving inaccurate or incomplete information may result in you being rejected from employment or have an offer of employment revoked, or if the inaccuracy or omission is discovered after your employment has commenced, may result in disciplinary action or immediate dismissal from employment. **You authorize Backyard to verify all information you have provided on this application form, to conduct a comprehensive background investigation which may, if appropriate, encompass records retained by any licensing or registering entity, and to check personal and employment references.**

By signing this document, you are authorizing anyone to provide information to Backyard or its agents in connection with a pre-hire, background, or other investigation, and are releasing anyone from any liability to you which could result from their disclosure of information to Backyard. A photocopy of this authorization and release is valid to the same extent as the original.

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AGREEMENT BY APPLICANT

I have read the foregoing Notice to Applicant, understand it, and agree to be bound by it.

DISCLOSURE REQUIRED BY THE FAIR CREDIT REPORTING ACT

In connection with your application for employment, Backyard will obtain consumer reports, consumer credit reports, and/or investigative consumer reports that include information regarding your financial and credit record, character, general reputation, personal characteristics and mode of living. Investigative consumer reports may include personal interviews with associates. You have the right to request additional information regarding the nature and scope of any investigative consumer report and upon receiving a request from you, Backyard will provide you with a written statement of that information within five days after the date on which Backyard receives your request. In addition, for employment purposes, Backyard may at any time obtain consumer reports, consumer credit reports, and/or investigative consumer reports about you.