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AGREEMENT

I certify that the answers given herein are true and complete to the best of my knowledge. I authorize Tony Downs Foods to investigate all statements contained in this application for employment as may be necessary in arriving at an employment decision. I therefore release all parties and persons connected with any request for information from all claims, liability and/or damages for whatever reasons arising out of furnishing such information.

In the event of employment, I understand that false or misleading information given in my application or interview(s) will be sufficient reason for my discharge. I understand, also, that I am required to abide by all rules, policies, and regulations of the Company, and failure to do so may result in the termination of my employment.

I understand that this employment application will be considered as current for a period not to exceed 90 days after the date filed.

SIGNATURE OF APPLICANT

DATE



APPLICANT DATA RECORD

Applicants are considered for all positions, and employees are treated during their employment without regard to race, color, creed, sex, national origin, age, marital or veteran status, medical condition or handicap.

As employers/government contractors, we comply with government regulations and affirmative Action responsibilities. The information requested below is needed to insure Equal Employment Opportunity, and will help us to comply with government record keeping, reporting and other legal requirements. You are not required to complete this form, and do so voluntarily. We appreciate your cooperation.

This data is for periodic government reporting and will be kept in a Confidential File that is separate from the Application for Employment.

Name _____ Phone(____) _____
 LAST FIRST MIDDLE AREA CODE

Address _____
 NUMBER STREET CITY STATE ZIP

AFFIRMATIVE ACTION SURVEY

Government agencies require periodic reports on the sex, ethnicity, handicapped and veteran status of applicants. This data is for analysis and affirmative action only. Submission of information about a handicap is voluntary.

Check one: Male Female

Check one of the following:

Race/Ethnic Group: White Black Hispanic
 American Indian/Alaskan Native Asian/Pacific Islander

Are you a veteran of the United States Military? Yes No

If yes: Dates of Service – From _____ to _____



Tony Downs Foods offers its employees a variety of work assignments. Our jobs will require varying amounts of physical effort and activity. If hired to work in our plant, you will be moved to several different types of tasks during your probationary period in order to evaluate which jobs you may be better suited for.

Although it is difficult to describe all the physical demands of our general labor positions, a brief summary of the typical physical demands follows. Please read this information carefully.

ENVIRONMENT – Plant temperature conditions vary from area to area, but basically range from 40 degrees F to 90 degrees F. The variability is due to the amount of equipment located in a particular department, the amount of ventilation present, type of product being made, and time of day/year. Humid conditions exist throughout all areas because of the large amount of water used in our manufacturing processes. Many areas of the plant will require the use of hearing protection because of noise levels present there.

STANDING – Production line positions require workers to stand alongside the production line for the duration of the shift. Shifts are normally scheduled for 8 hours per day, but do occasionally last longer.

WALKING – Some positions require walking to and from warehouse and storage areas for supplies. Plant lunchrooms, restrooms, and some production areas may require the repetitious climbing of stairs.

LIFTING – Many positions require the repetitious lifting and carrying of materials, product, and boxes that can weigh up to 50 pounds each.

REPETITIOUS-HAND/WRIST WORK – Most positions require highly repetitive hand work. Some positions will require the use of a specific tool to be held and used. Hand activity may require the repetitious use of both hands to perform grasping, reaching and fine manipulation.

I AM CAPABLE OF DOING THE ABOVE JOB DUTIES.

SIGNATURE

DATE