



APPLICATION FOR EMPLOYMENT

Are you right for Ozark Natural Foods?

Is the Co-op right for you? Ask yourself these questions:

Are you friendly and outgoing?

If you are shy, or awkward when talking to strangers, ONF might not be the place for you. We expect our staff to provide superior customer service – to smile and greet customers when they enter the store, to engage with people from all walks of life and leave them feeling better than before they came in.

Are you good at switching gears?

Even when the store is quiet with very few customers, there is always work to be done. You may find yourself busy with stocking, cleaning and more. But when a customer walks in the door we must be ready to switch gears to fast, friendly service with a smile.

Are you willing to learn new things?

People know us as experts in local foods, organic and natural products. You'll need to make an effort to educate yourself about the products we carry so that you can intelligently discuss these things with customers. We are happy to assist you in this process, but the motivation must come from you. We expect you to ask questions and remember what you've learned.

Do you pay attention to little things?

Customer Service is more than a phrase to us here – it's an action! We pride ourselves on going the extra mile for our customers. It's the thoughtful little things that make each shopper feel special, like remembering what coffee drink they prefer in the morning, or carrying their groceries to their car. Simple friendly touches go such a long way.

Is your glass half empty or half full?

You know how great it is to work around other enthusiastic, motivated co-workers. We need fun, positive folks working here at the ONF. You know the kind of person we mean – you always have a smile on your face, and the customer never knows when you're having a bad day.

OUR MISSION:

Ozark Natural Foods is a locally owned consumer cooperative dedicated to healthful living and sustainability by providing our owners and the Northwest Arkansas community with natural and organic products and related services.

OZARK NATURAL FOODS COOPERATIVE

ARE YOU UP FOR THE CO-OP CHALLENGE?

YOU MAY NOTICE THAT THIS ISN'T YOUR EVERYDAY FORM FOR EMPLOYMENT. WELL. WE'RE NOT JUST SOME EMPLOYER... AND YOU'RE NOT JUST SOME POTENTIAL EMPLOYEE. THE REASON WE ASK SO MANY QUESTIONS ABOUT YOU IS BECAUSE WE BELIEVE PEOPLE SHOULD MAKE INFORMED CHOICES ABOUT WHERE THEY WORK. THE QUESTIONS WE ASK WILL GIVE YOU A BETTER IDEA OF WHAT MAKES ONF SO UNIQUE. IN TURN, YOUR ANSWERS ALLOW US TO MAKE INFORMED CHOICES ABOUT WHO WE HIRE. IF YOUR QUALIFICATIONS MATCH OUR NEEDS, WE WILL CALL YOU FOR AN INTERVIEW. OZARK NATURAL FOODS IS AN EQUAL OPPORTUNITY EMPLOYER.

STEP #1: TELL US ABOUT YOU!

TODAY'S DATE: _____

YOUR NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE #: _____

IF HIRED, CAN YOU SHOW EVIDENCE OF YOUR RIGHT TO WORK IN THE UNITED STATES? YES NO

YOU MUST BE AT LEAST 18 YEARS OLD TO WORK FOR OZARK NATURAL FOODS. ARE YOU ABLE TO COMPLY WITH THIS REQUIREMENT? YES NO

TELL US ABOUT YOUR AVAILABILITY:

WHEN CAN YOU START? _____

HOW MANY HOURS CAN YOU WORK PER WEEK?

- FULL-TIME (30+ HOURS PER WEEK)
 PART-TIME (12 - 29 HOURS PER WEEK)

USING THE SPACES BELOW, PLEASE EXPLAIN TO US YOUR AVAILABILITY.

OUR STORE HOURS -WHEN ARE YOU AVAILABLE?

MON 7AM - 9PM _____

TUE 7AM - 9PM _____

WED 7AM - 9PM _____

THUR 7AM - 9PM _____

FRI 7AM - 9PM _____

SAT 7AM - 9PM _____

SUN 9AM - 9PM _____

ARE YOU IN SCHOOL, OR HAVE A SECOND JOB? YES NO

DO YOU HAVE ANY UPCOMING PLANS THAT WOULD REQUIRE TIME OFF FROM WORK? _____

STEP #2: WHAT JOBS INTEREST YOU?

WE HAVE SEVERAL DIFFERENT TYPES OF JOBS AT THE CO-OP. PLEASE, CHECK MARK THE THREE DEPARTMENTS THAT MOST APPEAL TO YOU.

- _____ STOCKING / RECEIVING
GROCERY / BULK FOODS
REFRIGERATED / FROZEN FOODS
- _____ FRESH PRODUCE
- _____ A LA CARTE / PREPARED FOODS
BAKER (PRIOR EXPERIENCE REQUIRED)
COOK (PRIOR EXPERIENCE REQUIRED)
DELI COUNTER / CUSTOMER SERVICE
- _____ WELLNESS
NUTRITIONAL SUPPLEMENTS
PERSONAL CARE
- _____ CASHIER / FRONT END
REGISTER FUNCTIONS, CUSTOMER SERVICE
OWNER SERVICES DESK
- _____ CLEAN TEAM
LATE NIGHT SHIFTS 4pm-12am
STORE CLEANING
- _____ HOMESTEAD
FARM & GARDEN, PET FOOD AND SUPPLIES,
FEED STORE

ALL OF THESE DEPARTMENTS INVOLVE HEAVY LIFTING AND STANDING/WALKING FOR EXTENDED PERIODS. ARE YOU ABLE TO PERFORM THESE FUNCTIONS WITHOUT REASONABLE ACCOMMODATION?

YES NO

STEP #3: WHY DO YOU WANT TO WORK AT THE CO-OP?

THERE ARE LOTS OF PLACES TO WORK IN NORTHWEST ARKANSAS, WHY DO YOU WANT TO WORK WITH US?

STEP #4: PRIOR WORK HISTORY

List in order, your last three jobs, beginning with the most recent or present employer.

Dates of Employment Employer: _____
From: _____ Address: _____
To: _____ Contact Person: _____ Phone: _____
Responsibilities: _____
Pay Rate: _____ Reason for leaving: _____

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I authorize my present and former employers (unless otherwise indicated on this application) to release to Ozark Natural Foods any information concerning my employment, including my job performance. Further, I release all these parties from liability for any damage, (except that resulting from misrepresentation,) which might result from furnishing this information.

The information provided on this application (and accompanying resume, if any) is true and complete to the best of my knowledge. I understand that falsified information or significant omissions may disqualify me from further consideration and may be considered justification for dismissal if discovered at a later date.

I understand that employment with Ozark Natural Foods is for no definite period of time. Ozark Natural Foods and its employees have at all times the right to terminate the employment relationship.

Signature