



Tidal Creek

— FOOD CO-OP —

APPLICATION FOR EMPLOYMENT

Our Mission

We are dedicated to serving and connecting our community through a thriving natural foods cooperative business.

Our Vision

Our vision is to foster and nourish health of the individual, community, and planet by offering:

- *High quality natural and organic foods and other environmentally sound products*
- *A comfortable and affordable place to shop and share knowledge*
- *Education and training to help people make informed choices towards well being*

Thanks for your interest in working at Tidal Creek Cooperative Food Market

By filling out this application you are one step closer to obtaining a position at Tidal Creek Co-op. We are owned by and operate for the benefit of our member owners. Cooperatives are based on the values of self-help, self responsibility, democracy, equality, equity, and solidarity. In the tradition of their founders, cooperative members believe in the ethical values of honesty, openness, social responsibility, and caring for others.

The Tidal Creek buying team is committed to providing the healthiest products available for our customers, their families and our planet. Purchasing from local growers, producers and small farms is a main priority of our daily business. We work to ensure that our products are free of hydrogenated oils, artificial colors, sweeteners, preservatives and flavors. We purchase GMO-free products whenever possible and purchase from companies with ethics and standards similar to the Co-op's. Tidal Creek works to provide the most complete shopping option for people in the Greater Wilmington community interested in pursuing a healthy lifestyle and conscious of where their dollars are being spent.

The main duty of all Tidal Creek Co-op employees is exemplary customer service to all. Employees are expected to be friendly, knowledgeable, responsible, and possess a "can-do" attitude.

By accepting a position at Tidal Creek Co-op you are agreeing to abide by the personnel policies and expected to work your assigned shifts. As a co-op employee, you will be expected to work a minimum of 15 hours per week. Our hours are 8 am to 8 pm, seven days a week. We are open everyday except New Year's Day, Easter, July 4th, Thanksgiving Day, and Christmas Day. Several times a year we hold staff meetings, which are mandatory for all employees to attend.

If you feel that you are up to the challenge of working in a healthy, fast paced, retail environment that is open year round and allows you to grow and enrich the community, we invite you to complete the following application and look forward to your becoming a part of the Tidal Creek team.



LOCALLY GROWN. COMMUNITY OWNED.
SINCE 1982

*Organically Yours,
Tidal Creek Cooperative Food Market*



Date: _____

(Applications will be considered active for four months. All applications are kept on file for one year. Please contact us if you would like your application to be active longer or to update any information.) Resumes are welcome, though they are considered attachments to, not replacements for a completed application.

Name: _____

Address: _____

Phone Number: _____

Email address: _____

Have you ever worked for Tidal Creek Co-op before?

☐ no ☐ yes, when? _____

Have you ever volunteered for Tidal Creek Co-op before?

☐ no ☐ yes, when? _____



Are you looking for....

☐ full time (30+ hours per week) ☐ part time (15 to 29 hours per week) ☐ anything available

Do you have a legal right to work in the United States?

(If you accept employment at Tidal Creek, the Federal Immigration Act of 1986 requires that you provide documents establishing your identity and work authorization)

☐ yes ☐ no

Have you ever been convicted of a felony?

☐ no ☐ yes *(If yes please list. Felony convictions are not an automatic disqualifying element in the hiring process.)* _____

What days and times would you be available to work at the co-op?

(All Tidal Creek employees must be able to work weekends)

Monday: _____

Friday: _____

Tuesday: _____

Saturday: _____

Wednesday: _____

Sunday: _____

Thursday: _____

Do you have any other time commitments? (Ex: school, other job, meetings, etc.)

What position are you applying for?

- | | | |
|--|------------------------------------|-----------------------------------|
| <input type="radio"/> cashier | <input type="radio"/> stocker | <input type="radio"/> barista |
| <input type="radio"/> buyer | <input type="radio"/> assistant | <input type="radio"/> deli cook |
| <input type="radio"/> produce | <input type="radio"/> wellness | <input type="radio"/> dish washer |
| <input type="radio"/> anything available | <input type="radio"/> other: _____ | |

Are you related to any current Tidal Creek Employee?

(Please list relationships including those you are familiar with such as family, significant others, former co-workers, friends, etc. This will not eliminate you from employment, however we do have a policy against family supervising family members, so this will help us find the right position for you.)

☐ no ☐ yes In what way?

If you were hired, when could you begin training?

How did you hear about Tidal Creek Cooperative Food Market?

Why do you want to work at Tidal Creek?

What is your experience with natural foods?

Do you have any skills or experience that you feel would benefit the co-op? (such as ability to lift 50+ pounds, able to use a POS system, fluent in spanish, etc.)

Great customer service is an important part of what makes Tidal Creek more than just your average food market. Describe what you think are the ingredients of great customer service in a community-owned business.

How will working at Tidal Creek fit into your long-term plans?
(What do you see yourself doing in a few years?)



Educational Background:

School	Name	Location	Years Completed	Did you graduate?	Subjects Studied
High School					
College					
Graduate School					
Other					

Professional References: *(These should be three people **not related** to you whom you have known at least one year, particularly those who could speak to your **work experience**.)*

Name	How does this person know you?	Phone Number

Work Experience: *(Please list most recent employment first.)*

Position: _____	Supervisor: _____
Employer: _____	Phone Number: _____
Dates Employed from: _____ to _____	
Reason for Leaving: _____	
Duties & Responsibilities: _____	

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Please Read Before Signing

Equal Employment Opportunity

We do not and will not discriminate on the basis of race, religion, national origin, sex, age, disability, marital status, or status as a disabled veteran.

Accuracy of Information

I certify that all the information submitted by me on this application is true and complete to the best of my knowledge, and I understand that if I am employed, false statements on this application can be grounds for termination of my employment. I understand that this application, if I am employed by Tidal Creek Co-op, will become part of my personnel file.

Authorization for Release of Information

In connection with this application, I authorize my former employers, schools, law enforcement agencies, and branches of the military to release information they may have about me. I release all parties supplying such information and the Co-op from any liability arising out of the release of any information.

Co-op Rules and Regulations

In consideration of my employment, I agree to abide by the Co-op's policies currently in existence and those that are implemented during any future employment.

Introductory Period

If hired by Tidal Creek Co-op, I will be on a three month introductory period. At the end of the introductory period, my performance will be evaluated.

Signature

Date



Please feel free to attach a cover letter, resume, or additional information.