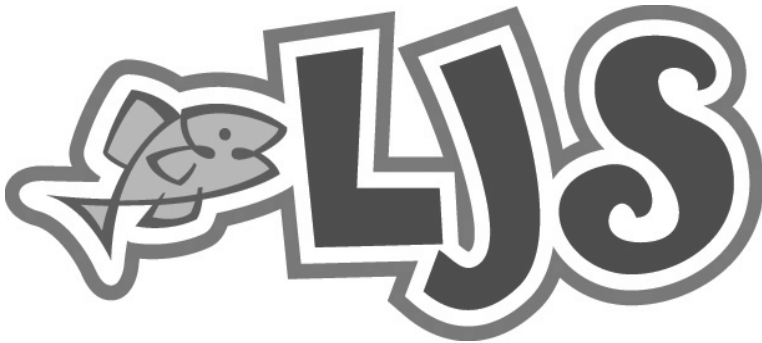


Applicant's Name (Print) _____



SOUTHERN MULTIFOODS, INC. & AFFILIATES

EMPLOYMENT APPLICATION

EQUAL OPPORTUNITY EMPLOYER

PLEASE READ BEFORE COMPLETING THIS APPLICATION

This company does not discriminate in the recruitment, hiring, and conditions of employment on the basis of race, color, religion, national origin, sex, marital status, disability, age or veteran status.

(PLEASE ANSWER ALL QUESTIONS COMPLETELY.)

PERSONAL DATA

Name _____ Date ____/____/____
(Last) (First) (Middle)

Mailing Address _____ Telephone: Home ____/____
(Street) (City) (State) (Zip)

Cellphone/Pager: ____/____

Physical Address _____
(Street) (City) (State) (Zip)

If necessary, what is the best time to call you? _____ AM / PM

Are you 16 years of age, or over? Yes ___ No ___

Are you legally authorized to work in the United States? Yes ___ No ___

(If you are hired, you will be required to furnish proof of your employment eligibility.)

BACKGROUND CHECK INFORMATION MUST BE SUBMITTED TO HR ON APPROVED FORM.

GENERAL INFORMATION

Position(s) applying for _____ Desired Salary _____
___ Full-Time ___ Part-Time ___ Temporary

Date available for work? ____/____/____

Please list the times and dates you are **available** to work.

| | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|-------|--------|---------|-----------|----------|--------|----------|--------|
| From: | | | | | | | |
| To: | | | | | | | |

Have you previously been employed with our company? ___ Yes ___ No If yes, when? _____

Have you ever been convicted, pled guilty or no contest to (including deferred adjudication), a criminal offense (see "Convictions" below)? ___ Yes ___ No

If yes, give dates and circumstances _____

Does anyone related to you work for us? ___ Yes ___ No If yes, please provide name _____

EDUCATIONAL BACKGROUND

| Name of School | Dates Attended | Degree/Diploma Received? (Y/N) |
|----------------|----------------|--------------------------------|
| | | |
| | | |
| | | |

CONVICTIONS: Please provide information as to any conviction, whether it is a misdemeanor or felony. While it is the Company's general policy not to hire convicted felons, a conviction does not automatically mean you will not be offered a job. What you were convicted of, the circumstances surrounding the conviction and how long ago the conviction occurred are important considerations in determining your eligibility. Give all the facts, so that a fair decision can be made. If it is discovered that you have provided false or misleading information regarding past convictions, or have failed to disclose a conviction, you will be subject to immediate termination without notice.

EMPLOYMENT

PROVIDE THE FOLLOWING INFORMATION OF YOUR PAST AND CURRENT EMPLOYERS STARTING WITH THE MOST RECENT. ATTACH AN ADDITIONAL SHEET, IF NECESSARY.

Current, or last, employer _____ Employed from _____ to _____

Street address _____ Salary at start _____ finish _____

City _____ State _____ Zip _____ Telephone ____/____

Name and title of immediate supervisor _____

Your title _____ Reason(s) for leaving _____

Description of duties _____



Next previous employer _____ Employed from _____ to _____

Street address _____ Salary at start _____ finish _____

City _____ State _____ Zip _____ Telephone ____/____

Name and title of immediate supervisor _____

Your title _____ Reason(s) for leaving _____

Description of duties _____



Next previous employer _____ Employed from _____ to _____

Street address _____ Salary at start _____ finish _____

City _____ State _____ Zip _____ Telephone ____/____

Name and title of immediate supervisor _____

Your title _____ Reason(s) for leaving _____

Description of duties _____



Next previous employer _____ Employed from _____ to _____

Street address _____ Salary at start _____ finish _____

City _____ State _____ Zip _____ Telephone ____/____

Name and title of immediate supervisor _____

Your title _____ Reason(s) for leaving _____

Description of duties _____

PERSONAL REFERENCES*

* NOT RELATIVES OR EMPLOYERS

| NAME | ADDRESS AND PHONE NUMBER | EMPLOYER AND PHONE NUMBER | OCCUPATION | HOW LONG KNOWN |
|------|--------------------------|---------------------------|------------|----------------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |

PLEASE READ CAREFULLY BEFORE SIGNING

I certify that the information provided on this application is accurate to the best of my knowledge and subject to verification by this company. I understand that any misrepresentation or omission of any fact on my application may be justification for refusal of employment, or if employed, dismissal without advance notice.

By signing below, I authorize the company and its affiliates to:

- investigate all information given and to secure additional job-related information, if necessary
- conduct an inquiry that may include information as to my character, general reputation, and personal characteristics, whichever may be applicable
- verify previous employment and employment references
- verify education including requests for transcripts, credit reports, motor vehicle driving records and criminal history reports, etc.

I hereby release from all liability or responsibility, all persons, companies, organizations or corporations furnishing such information.

In the event I am employed, I understand that:

- all employees are at-will employees and are therefore subject to termination at the discretion of the company
- all employees are free to voluntarily terminate employment at any time, with or without notice
- if I choose to give proper notice of termination, the company may either permit me to continue my employment during the notice period or may accept my resignation immediately
- my compensation, hours of employment and all other terms and conditions of employment are to be kept confidential by myself, and are subject to modification or change by the company at the company's discretion

In the event of my employment, I agree to comply with all rules and regulations as set forth in the company's policy manual, Guide to Health and Safety, Team Member

Handbook, or other communications distributed to all employees.

I also understand that my employment is conditional upon my satisfactorily passing a physical examination and/or drug screening, if one is requested, to be given by a physician, clinic or other health care provider selected by the company.

I understand that the completion of this form does not guarantee me status as an employee, applicant, or any consideration for employment unless I meet all stated minimum qualifications required of the position for which I am asking to be considered.

Agreement to Arbitrate. Because of the delay and expense of the court systems, Southern Multifoods, Inc. and I agree to use confidential binding arbitration, except for small claims court matters, instead of going to court, for any claims or disputes that arise between me and Southern Multifoods, Inc., its related companies, and/or their current or former employees. Without limitation, such claims would include any claims concerning compensation, employment (including, but not limited to, any claims concerning sexual harassment or discrimination), or termination of employment. Before arbitration, I agree: (i) first to go through the chain of command to solve my dispute; (ii) next to try in good faith to settle the dispute by internal mediation under the rules of the American Arbitration Association ("AAA") by submitting a written request to Southern Multifoods, Inc.; (iii) finally, agree to resolve the dispute through binding arbitration in accordance with the terms of the ADR program and the Employment Arbitration Rules of the AAA. While participation in this program is mandatory, it does not alter the "At-Will" employment relationship.

I have read the above statements and accept them as conditions for my employment with the company.

Signature

Tell Us More...



Name: _____

Date: _____

| Place an "X" on the answer that best describes you. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|--|-------------------|----------|---------|-------|----------------|
| 1. I put a lot of effort into the work I do. | SD | D | N | A | SA |
| 2. I enjoy working on more than one thing at a time. | SD | D | N | A | SA |
| 3. I have never stolen anything in my life. | SD | D | N | A | SA |
| 4. I often set my own goals for getting things done. | SD | D | N | A | SA |
| 5. I am good at figuring out what needs to be done next and starting it. | SD | D | N | A | SA |
| 6. I ask questions if I do not understand. | SD | D | N | A | SA |
| 7. Sometimes it is hard to understand what others want me to do. | SD | D | N | A | SA |
| 8. Others are surprised at how much work I can do. | SD | D | N | A | SA |
| 9. I enjoy meeting new people. | SD | D | N | A | SA |
| 10. I am always on time. | SD | D | N | A | SA |
| 11. I like to take on more work. | SD | D | N | A | SA |
| 12. I can calm down an angry person. | SD | D | N | A | SA |
| 13. I learn quickly. | SD | D | N | A | SA |
| 14. I am good at following instructions. | SD | D | N | A | SA |
| 15. As soon as I finish a task, I look for something else to start. | SD | D | N | A | SA |
| 16. I could get along with just about anyone. | SD | D | N | A | SA |
| 17. Sometimes I'm late. | SD | D | N | A | SA |

Continue Tell Us More... on back.

X Place an "X" in the box that best describes you.

18. Several customers are waiting for service. Some are becoming angry. You and the other employees are not keeping up with the work. You can see more customers heading your way. What would you do?

- Suggest to the employees working with me that we all work more quickly.
- Tell the supervisor that he should ask some customers to come back later.
- Phone other employees and ask them to come to work to help.
- Focus on my job and try to work as quickly as I can.
- Wait. If business does not slow down in 30 minutes, then do something about it.

19. When someone yells at me, I...

- Avoid that person for a while.
- Ask the person why they are angry.
- Apologize right away.
- Defend what I did.
- Become angry.

20. Which of the following best describes your attendance record at school?

- I was absent a lot.
- I was absent somewhat more than others.
- I was absent, but no more than anyone else.
- I was almost never absent.
- I did not attend school.

21. A customer is asking questions that another employee is unable to answer. You know the answers, but the other employee has not asked for help. What would you do?

- Wait until the other employee asks for my help.
- Step in and provide the answers to the customer.
- Ask if I can be of help.
- Let my supervisor know about the situation.

22. Compared to others, the amount of effort I put into my work is:

- Much less.
- Less.
- About the same as others.
- More.
- Much more.

23. You are helping a customer who does not speak clearly and is hard to understand. What would you do?

- Ask a supervisor to talk to the customer.
- Listen carefully to the customer. Guess what was said.
- Ask the customer to wait. Find someone who can understand her.
- Ask the customer to come back later when there will be someone available to help.
- Apologize for not understanding. Ask the customer to speak more slowly.

24. While you are working, a customer comes over and starts talking to you about the latest celebrity gossip. You are very busy. What would you do?

- Suggest he talk with another customer.
- Continue to listen to the customer so the customer is not annoyed.
- Get another employee to talk to the customer until they leave.
- Politely tell the customer I have to get back to work.
- Keep working and pretend to listen.

25. A customer is angry because he received the wrong order. He swears at you. What would you do?

- Tell him he is being rude and that he should calm down.
- Ask a manager to handle the customer.
- Tell him he is speaking rudely and walk away.
- Ask another Team Member to talk to the customer.
- Listen patiently and apologize.

Customer Mania R Y G

| | | | |
|------------|---|---|---|
| Question # | R | Y | G |
| Question # | R | Y | G |

Positive Energy R Y G

| | | | |
|------------|---|---|---|
| Question # | R | Y | G |
| Question # | R | Y | G |

Accountability R Y G

| | | | |
|------------|---|---|---|
| Question # | R | Y | G |
| Question # | R | Y | G |

Team Work R Y G

| | | | |
|------------|---|---|---|
| Question # | R | Y | G |
| Question # | R | Y | G |

Díganos Más...



Nombre: _____

Fecha: _____

Pon una "X" en la respuesta que te describe mejor.

| | Totalmente Desacuerdo | En Desacuerdo | Neutral | De Acuerdo | Totalmente de Acuerdo |
|--|--------------------------|------------------|---------|---------------|--------------------------|
| 1. Me esfuerzo mucho en el trabajo que realizo. | TD | ED | N | DA | TDA |
| 2. Me encanta trabajar en más de una cosa a la vez. | TD | ED | N | DA | TDA |
| 3. Nunca en mi vida he robado nada. | TD | ED | N | DA | TDA |
| 4. Con frecuencia fijo mis propios objetivos para tener las cosas hechas. | TD | ED | N | DA | TDA |
| 5. Soy bueno para darme cuenta de qué es lo que debe ser hecho y comenzarlo a hacer. | TD | ED | N | DA | TDA |
| 6. Pregunto cuando hay algo que no entiendo. | TD | ED | N | DA | TDA |
| 7. A veces me resulta difícil entender lo que los demás quieren que haga. | TD | ED | N | DA | TDA |
| 8. Los demás se sorprenden de la cantidad de trabajo que soy capaz de hacer. | TD | ED | N | DA | TDA |
| 9. Me gusta conocer gente nueva. | TD | ED | N | DA | TDA |
| 10. Siempre soy puntual. | TD | ED | N | DA | TDA |
| 11. Me gusta aceptar más trabajo. | TD | ED | N | DA | TDA |
| 12. Puedo lograr que una persona enojada se calme. | TD | ED | N | DA | TDA |
| 13. Aprendo con rapidez. | TD | ED | N | DA | TDA |
| 14. Soy bueno para seguir instrucciones. | TD | ED | N | DA | TDA |
| 15. Apenas termino una tarea, busco algo más para comenzar. | TD | ED | N | DA | TDA |
| 16. Podría llevarme bien con casi todas las personas. | TD | ED | N | DA | TDA |
| 17. A veces llego tarde. | TA | ED | N | DA | TDA |

X Pone un "X" en la caja que te describe mejor.

18. Varios clientes están esperando para ser atendidos. Algunos están comenzando a disgustarse. Usted y los demás empleados no dan abasto con tanto trabajo. En eso ve que más clientes se dirigen hacia usted. ¿Qué haría usted?

- Sugiero a los empleados que trabajan conmigo que todos trabajemos con mayor rapidez.
- Le digo al supervisor que le pida a algunos clientes que regresen más tarde.
- Llamo por teléfono a otros empleados y les pido que vengan a trabajar para que ayuden.
- Me concentro en mi trabajo y lo hago lo más rápido posible.
- Espero. Si el trabajo no disminuye en 30 minutos, entonces hago algo al respecto.

19. Cuando alguien me grita, yo...

- Evito a esa persona por un tiempo.
- Le pregunto por qué está enojada.
- Me disculpo enseguida.
- Defiendo lo que hice.
- Me enojo.

20. ¿Cuál de las opciones siguientes describe su asistencia a la escuela?

- Faltaba mucho.
- Faltaba en cierto modo más que los demás.
- Faltaba, pero no mucho más que cualquier otro.
- Casi nunca faltaba.
- No fui a la escuela.

21. Un cliente está haciendo preguntas que otro empleado no sabe responder. Usted sabe las respuestas, pero el otro empleado no le ha pedido ayuda. ¿Qué haría usted?

- Espero hasta que el empleado me pida ayuda.
- Me acerco y respondo a las preguntas del cliente.
- Pregunto si puedo ayudarles.
- Le informo a mi supervisor sobre esta situación.

22. En comparación con los demás, el esfuerzo que pongo en mi trabajo es:

- Mucho menor.
- Menor.
- Más o menos igual que los demás.
- Más.
- Mucho más.

23. Usted está atendiendo a un cliente que no habla claramente y le es difícil de entender. ¿Qué haría usted?

- Le pido a un supervisor que hable con el cliente.
- Escucho con mucha atención al cliente. Adivino lo que se dijo.
- Le pido al cliente que espere. Busco a alguien que pueda entenderle.
- Le pido al cliente que regrese más tarde cuando haya alguien que pueda ayudarle.
- Me disculpo por no entender. Le pido al cliente que hable más lentamente.

24. Mientras usted está trabajando, un cliente se acerca y comienza a hablarle sobre el último chisme de una celebridad. Usted está muy ocupado. ¿Qué haría usted?

- Le sugiero que hable con otro cliente.
- Continúo escuchando para que el cliente no se enoje.
- Busco a otro empleado para que hable con el cliente y después me voy.
- Le digo al cliente con cortesía que tengo que regresar a trabajar.
- Sigo trabajando y hago como que estoy escuchando.

25. Un cliente está enojado porque recibió un pedido incorrecto. Le insulta. ¿Qué haría usted?

- Le digo que está siendo grosero y que debería calmarse.
- Le pido a un gerente que se ocupe del cliente.
- Le digo que está hablando groseramente y me voy.
- Le pido a otro integrante del equipo que hable con el cliente.
- Escucho con paciencia y me disculpo.



| Customer Mania | R | Y | G |
|----------------|---|---|---|
| Question # | R | Y | G |
| Question # | R | Y | G |

| Positive Energy | R | Y | G |
|-----------------|---|---|---|
| Question # | R | Y | G |
| Question # | R | Y | G |

| Accountability | R | Y | G |
|----------------|---|---|---|
| Question # | R | Y | G |
| Question # | R | Y | G |

| Team Work | R | Y | G |
|------------|---|---|---|
| Question # | R | Y | G |
| Question # | R | Y | G |