



Full Name: _____

Date: _____

Store: _____

Position: ☐ Store Associate

☐ Other: _____

IMPORTANT NOTICE

We're an equal opportunity employer. All applicants are considered for all positions without regard to race, religion, color, sex, gender, sexual orientation, pregnancy, age, national origin, ancestry, physical/mental disability, medical condition, military/veteran status, genetic information, marital status, ethnicity, citizenship or immigration status, or any other protected classification, in accordance with applicable federal, state, and local laws. By completing this application, you are seeking to join a team of hardworking professionals dedicated to consistently delivering outstanding service to our customers and contributing to the financial success of the organization, its clients, and its employees. Equal access to programs, services, and employment is available to all qualified persons. Those applicants requiring an accommodation to complete the application and/or interview process should contact a management representative.

****Online Applications: If you downloaded this form from the Company's website, please submit the completed application to the Tower Market store you are applying to.**



Attention Tower Market Applicants:

Tower Market applicants being considered for a position will be subject to a non-evasive hair follicle drug test processed by Psychomedics Corporation.

Words of Caution

DRUG USERS NEED NOT APPLY

Anyone who is abusing drugs and being required to take the Psychomedics hair test should clearly understand the following:

- Abstaining from drug use for several days is not going to work with Psychomedics' test. On average, Psychomedics can detect usage several months back and detect drug usage 5 to 10 times more effectively than urinalysis.
- Unlike other less effective hair tests, Psychomedics' hair test can detect marijuana users at a higher rate than urinalysis. Psychomedics spent many years of research to develop technology that allows them to detect marijuana users 4 to 7 times more frequently than urinalysis.
- Shaving your head hair will not prevent you from submitting a sample. We are not limited to just head hair and can test body hair samples.
- Claiming your hair was contaminated by someone else's drug is not a valid excuse. Psychomedics has the most extensive wash process in the industry to account for any external contamination. This has been proven not only in independent studies but upheld in 20 years of court cases.

If you are currently abusing drugs, we suggest you either not apply or preferably get help to get off drugs.

For more information regarding Psychomedics Corporation, please visit: <http://www.psychomedics.com/>

It is the policy of the company that each employee's appearance with regards to dress, grooming, and personal hygiene should be appropriate to the Tower Market work environment. Listed below are the specific personal appearance and dress code guidelines, which all Tower Market Employees must adhere to:

SHIRTS, APRONS, & NAME BADGES

You will be provided with a company issued shirt, black apron (mandatory for cooks only) and name badge. Shirt must be tucked in. Apron is to be worn full length, not folded in half. Both your shirt and apron must be clean and wrinkle-free. Name badges must be visible to customers.

PANTS

Pants should be dark in color. The following pants are prohibited: denim of any color, sweatpants, athletic pants (including yoga pants), and shorts.

SHOES

Shoes must be dark in color, closed-toe, identified as slip-resistant and appropriate for standing for long periods of time.

HAIR

Hair must be clean and combed.

Hair dye that is an "unnatural" color including, but not limited to pink, purple, orange, blue, green, bright

TATTOOS

No visible tattoos are allowed above the shoulders (excluding tattoos for natural looking cosmetic enhancements, such as eyebrow, lips, and eye liners).

PIERCINGS/JEWELRY

Two (2) sets of reasonable sized earrings may be worn in each ear lobe.

A single (1) stud or ring may be displayed in one (1) nose and/or one (1) eyebrow piercing, if it does not exceed 1/2 inch in size. Any nonconforming piercing insert shall be removed, covered, or replaced with a clear insert.

Facial, tongue, or other visible body piercing is prohibited.

PERSONAL HYGIENE

All employees must practice good personal hygiene; be clean shaven, have clean teeth, and effective deodorants. No extreme or excessive amounts of fragrances or makeup.





Tower Market offers benefits to employees such as medical coverage for full-time employees. We also offer a 401K plan. When you become a Tower Market employee you are part of a team committed to excellence. All applicants will receive consideration without discrimination due to race, creed, color, sex, age, religion, national origin, disability, or any other factor protected by statute.

Date (Required) _____

Have you applied for or worked at Tower Market in the past (Required) ? ☐ Yes ☐ No If "yes" what location? _____

When did you apply / work at Tower? _____ Position applied for/worked: _____

Referred by: _____ How do you know the person that referred you to Tower Market? _____

Do you know an employee that has been or is currently employed by Tower Market? If so, please provide name: _____

Do you have a relative working for Tower Market? If so, please provide name and location: _____

It is Tower's policy that relatives may not work at the same Tower Market location

PERSONAL INFORMATION

Last Name (Required) : _____ First Name (Required) : _____ MI: _____

Other names used: _____

Street Address: _____ City: _____ Zip Code: _____

Phone Number (Required) : (_____) _____ Email Address: _____

Are you at least 18 years of age (Required) ? ☐ Yes ☐ No - If not, can you supply a work permit: _____

If hired, can you present evidence of your identity and legal right to work in this country (Required) ? ☐ Yes ☐ No

Branch of Military Service (if applicable): _____ Dates of Service: _____

Have you ever been discharged from a job? ☐ Yes ☐ No If "yes", please explain: _____

Available Start Date: _____ Are you available to work? ☐ Part-Time ☐ Full-Time

Days/hours available to work (Required) :

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

Work Holidays (Required) ? _____ Work Overtime (Required) ? _____

EDUCATION INFORMATION

High School/GED Graduate (Required) ? ☐ Yes ☐ No - Name of School: _____

College Graduate? ☐ Yes ☐ No - Name of School: _____ Highest Level Completed: _____

Other Schools (trade, business, technical) please specify: _____

REFERENCES - Please list 3 professional or personal references that are not relatives.

Name: _____ Occupation: _____

Address: _____ Telephone Number: (_____) _____

.....
Name: _____ Occupation: _____

Address: _____ Telephone Number: (_____) _____

.....
Name: _____ Occupation: _____

Address: _____ Telephone Number: (_____) _____

ESSENTIAL JOB FUNCTIONS / WORKING CONDITIONS (READ EACH SECTION CAREFULLY AND INITIAL)



ESSENTIAL JOB FUNCTIONS below are the essential job functions and working conditions **all** Tower Market employees are **required to perform or work in**:

- | | | |
|---|--|-------------------------------|
| • Lift and carry up to 63 pounds | • Speak, read and write English fluently | • Work near chemicals |
| • Perform continuous physical labor for up to 3 hours at a time | • Work in damp, wet or dusty conditions | • Work with loud noises |
| • Work in a cold room or cooler down to -15 degrees | • Stamina to stand for 8 hours | • Understand simple fractions |
| • Work outside in all weather conditions | • Assist customers in a friendly manner | • Work with decimals |
| • Add, subtract, multiply and divide whole numbers | | |

I AM ABLE TO PERFORM THE ABOVE ESSENTIAL JOB FUNCTIONS FOR WHICH I AM APPLYING. (Required) initial: _____

ADDITIONAL JOB FUNCTIONS Listed below are the additional job functions that Tower Market employees are **required to learn**:

- | | | |
|---|---------------------------------------|-------------------------------|
| • Operating a cash register | • Facing and pulling a shelf | • Pack a grocery bag properly |
| • Cut merchandise cases open in a safe manner | • Thread a merchandise pricing device | • Rotate merchandise |
| • Count back change from a transaction | • Build merchandise displays | • Operate a hand truck |

I AM WILLING TO LEARN THE ADDITIONAL JOB FUNCTIONS FOR WHICH I AM APPLYING. (Required) initial: _____

ARE REASONABLE ACCOMMODATIONS NEEDED IN ORDER TO PERFORM THE JOB FOR WHICH YOU ARE APPLYING (Required) ?

☐ Yes ☐ No

Machines, equipment, or services (other than from the above list) you can perform: _____

Do you speak any language other than English fluently? ☐ Yes ☐ No If yes, what language(s)? _____

NOTE: Tower Market will consider you for employment, without regard to disability, a disabled applicant who satisfies the requisite skill, experience, education, and other job-related requirements of the job and is capable of performing the essential requirements of the job with or without reasonable accommodations.

EMPLOYMENT INFORMATION

List the last **seven years** of employment **starting with the most recent**. Include voluntary and military service. Be accurate and complete. Work history should match the job history on your resume.

IF YOU HAVE ANY BREAKS IN EMPLOYMENT, PLEASE LIST DATES AND REASON FOR EMPLOYMENT BREAKS.

From: _____ To: _____ Company Name: _____ Telephone: (____) _____

Address: _____ Reported To (Name): _____

Job Title: _____ Duties: _____

Reason for Leaving: _____

From: _____ To: _____ Company Name: _____ Telephone: (____) _____

Address: _____ Reported To (Name): _____

Job Title: _____ Duties: _____

Reason for Leaving: _____

From: _____ To: _____ Company Name: _____ Telephone: (____) _____

Address: _____ Reported To (Name): _____

Job Title: _____ Duties: _____

Reason for Leaving: _____

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Job Title: _____ Duties: _____

Reason for Leaving: _____

From: _____ To: _____ Company Name: _____ Telephone: (____) _____

Address: _____ Reported To (Name): _____

Job Title: _____ Duties: _____

Reason for Leaving: _____

From: _____ To: _____ Company Name: _____ Telephone: (____) _____

Address: _____ Reported To (Name): _____

Job Title: _____ Duties: _____

Reason for Leaving: _____

APPLICANT'S CERTIFICATION AND AGREEMENT

PLEASE READ CAREFULLY AND SIGN BELOW:

I hereby certify that the facts set forth in this employment application are true and complete to the best of my knowledge. I understand that if employed by Tower Market (i.e. "Company") any falsified, incomplete, omitted or misleading statements on this application shall be considered sufficient cause for dismissal. I hereby authorize the Company to contact orally or in writing any third parties to obtain prior or present employment verification or personal references which is deemed necessary and appropriate in connection with my application and qualifications for employment and I agree to hold the Company and the source supplying such information harmless from any claim connected therewith. **As an employee of Tower Market, I understand that my payroll earnings may be directly deposited into the financial institution of my choice.** I also hereby authorize the Company to make any investigation of my criminal, DMV, Financial and Credit history (if applicable) through any investigative or credit agencies of their choice. I understand and agree that from time to time my personal property may be subject to inspection by the Company. **I also understand and agree to the policy of the Company that all employees who do not have a separate, individual, written employment contract with the Company are employed "at will" for an indefinite period.** Employees may resign from the Company at any time, for any reason, and may be terminated by the Company at any time, for any reason, with or without notice. I understand that the Company is committed to a drug free workplace and if employed, my employment will be contingent on successfully completing an evasion-proof hair analysis test for illegal drugs. I also acknowledge that the Company may require such testing as a condition of promotion and/or continued employment, and **I agree to abide by all Company requirements concerning alcohol or drug testing and/or use.** If employed, I authorized the Company to supply information about my employment with the Company to any entity with whom I might hereafter seek employment and/or who has a legitimate reason to inquire on such information, such as schools, educational assistance programs, entities from whom I might seek credit and federal and state agencies, and I agree to hold the Company harmless from any and all claims connected therewith.

Name (print): _____

Signature of Applicant (Required) : _____

Date: _____