

# CARIBBEAN FOOD DELIGHTS, INC.

## APPLICATION FOR EMPLOYMENT

We consider applications for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, sexual orientation, citizenship status, genetic information or any other legally protected status.

*(PLEASE PRINT)*

Position(s) Applied For	Date of Application
How Did You Learn About Us?	
<input type="checkbox"/> Advertisement	<input type="checkbox"/> Relative
<input type="checkbox"/> Employment Agency	<input type="checkbox"/> Friend
	<input type="checkbox"/> Inquiry
	<input type="checkbox"/> Other _____

Last Name	First Name	Middle Name
Address	Number	Street
	City	State
	Zip Code	
Telephone Number(s)	E-mail	Social Security Number (Voluntary)

Best time to contact you at home is:

If you are under 18 years of age, can you provide required proof of your eligibility to work?  Yes  No

Have you ever filed an application with us before?  Yes  No

    If Yes, give date \_\_\_\_\_

Have you ever been employed with us before?  Yes  No

    If Yes, give date \_\_\_\_\_

Do any of your friends or relatives, other than spouse, work here?  Yes  No

Are you currently employed?  Yes  No

May we contact your present employer?  Yes  No

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

Date available for work \_\_\_\_\_ What is your desired salary range? \_\_\_\_\_

Are you available to work:   Full-Time

  Part-Time

  Temporary   Please indicate dates available   -

Are you currently on "lay-off" status and subject to recall?  Yes  No

Can you travel if a job requires it?  Yes  No

**WE ARE AN EQUAL OPPORTUNITY EMPLOYER**

# EDUCATION

	Name and Address of School	Course of Study	Number of Years Completed	Diploma Degree
Elementary School				
High School				
Undergraduate College				
Graduate Professional				
Other (Specify)				

Describe any specialized training, apprenticeship, skills and extra-curricular activities.

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Describe any job-related training received in the United States military.

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# EMPLOYMENT EXPERIENCE

Start with your present or last job. Include any job-related military service assignments and volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, disabilities or other protected status.

1.	Employer	Dates Employed	From	To
	Address	Work Performed		
	Telephone Number(s)			
	Job Title	Supervisor		
	Reason for Leaving			
2.	Employer	Dates Employed	From	To
	Address	Work Performed		
	Telephone Number(s)			
	Job Title	Supervisor		
	Reason for Leaving			
3.	Employer	Dates Employed	From	To
	Address	Work Performed		
	Telephone Number(s)			
	Job Title	Supervisor		
	Reason for Leaving			
4.	Employer	Dates Employed	From	To
	Address	Work Performed		
	Telephone Number(s)			
	Job Title	Supervisor		
	Reason for Leaving			

**If you need additional space, please continue on a separate sheet of paper.**

List professional, trade, business or civic activities and offices held.

*You may exclude membership which would reveal gender, race, religion, national origin, age, ancestry, disability or other protected status:*

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# ADDITIONAL INFORMATION

## Other Qualifications

Summarize special job-related skills and qualifications acquired from employment or other experience.

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## **SPECIALIZED SKILLS (CHECK SKILLS/EQUIPMENT OPERATED)**

<input type="checkbox"/> Terminal	<input type="checkbox"/> Spreadsheet	Production/Mobile Machinery (list)	Other (list)
<input type="checkbox"/> PC/MAC	<input type="checkbox"/> Word Processing	_____	_____
<input type="checkbox"/> Typewriter	<input type="checkbox"/> Shorthand	_____	_____
WPM _____	WPM _____	_____	_____

*State any additional information you feel may be helpful to us in considering your application.*

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**Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.**

Can you perform the essential functions of the job, for which you are applying, either with or without a reasonable accommodation?  YES  NO

## **REFERENCES**

1. \_\_\_\_\_ (\_\_\_\_\_) \_\_\_\_\_  
(Name) Phone #  
\_\_\_\_\_  
(Address)
2. \_\_\_\_\_ (\_\_\_\_\_) \_\_\_\_\_  
(Name) Phone #  
\_\_\_\_\_  
(Address)
3. \_\_\_\_\_ (\_\_\_\_\_) \_\_\_\_\_  
(Name) Phone #  
\_\_\_\_\_  
(Address)

# APPLICANT'S STATEMENT

I certify that answers given herein are true and complete.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

\_\_\_\_\_

Signature of Applicant

\_\_\_\_\_

Date

## FOR PERSONNEL DEPARTMENT USE ONLY

Arrange Interview  Yes  No

Remarks \_\_\_\_\_

\_\_\_\_\_  
INTERVIEWER DATE

Employed  Yes  No Date of Employment \_\_\_\_\_

Job Title \_\_\_\_\_ Hourly Rate/Salary \_\_\_\_\_ Department \_\_\_\_\_

By \_\_\_\_\_

NAME AND TITLE

DATE

**FOR PERSONNEL DEPARTMENT USE ONLY**

Position(s) Applied For Is Open:  Yes  No

Position(s) Considered For: \_\_\_\_\_

\_\_\_\_\_

Date \_\_\_\_\_

NAME: \_\_\_\_\_

POSITION: \_\_\_\_\_

DATE: \_\_\_\_\_

**CARIBBEAN FOOD DELIGHTS, INC.**  
**PRE-OFFER INVITATION TO APPLICANTS TO SELF IDENTIFY AS A**  
**PROTECTED VETERAN**

Caribbean Food Delights, Inc., is a federal contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 ("VEVRAA"), which requires contractors to take affirmative action to employ and advance in employment:

1. **disabled veterans** defined as (a) veterans of the U.S. military, ground, naval or air service who are entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or (b) persons who were discharged or released from active duty because of a service-connected disability;
2. **recently separated veterans** defined as any veterans during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service;
3. **active duty wartime or campaign badge veterans** defined as veterans who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense; and
4. **Armed Forces service medal veterans** defined as veterans who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA. This information is being requested on a voluntary basis and will be kept confidential, consistent with applicable law. Refusal to provide the requested information will not subject you to any adverse treatment. If provided, this information will not be used in a manner inconsistent with VEVRAA.

Name: \_\_\_\_\_  
Last                                      First                                      Middle Initial

Date: \_\_\_\_\_

- I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE.
- I AM NOT A PROTECTED VETERAN.
- I CHOOSE TO NOT SELF IDENTIFY.

# CARIBBEAN FOOD DELIGHTS, INC.

## EQUAL EMPLOYMENT OPPORTUNITY APPLICANT DATA FORM

IMPORTANT - To All Applicants: To enable us to meet government reporting regulations and maintain an Affirmative Action Plan, Caribbean Food Delights, Inc., requests that you complete this personal data form. **Information will be used solely for government reporting purposes and will be detached and kept separate from your application.** Any information that you choose to provide will not be considered by Caribbean Food Delights, Inc., for employment purposes and will be treated as personal and confidential. Your voluntary cooperation is appreciated.

Name \_\_\_\_\_

Job Title \_\_\_\_\_

Date \_\_\_\_\_

Male \_\_\_\_\_

Female \_\_\_\_\_

Please check off the appropriate box(es).

### RACE/ETHNIC CATEGORY

\_\_\_ **White** - (Not of Hispanic origin) - All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

\_\_\_ **Black** - (Not of Hispanic origin) - All personal having origins in any of the Black racial groups of Africa.

\_\_\_ **Hispanic** - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

\_\_\_ **Asian or Pacific Islander** - All persons having origins in any of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands.

\_\_\_ **Native American or Alaskan Native** - All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

### REFERRAL SOURCE

\_\_\_ Advertisement (1)

\_\_\_ Employee Referral (2)

\_\_\_ Walk-in (7)

\_\_\_ Government Agency (4)

\_\_\_ Employment Agency (5)

\_\_\_ College Recruitment (6)

\_\_\_ Open House (8)

\_\_\_ Other (9) (Please describe \_\_\_\_\_)



# Voluntary Self-Identification of Disability

Form CC-305  
OMB Control Number 1250-0005  
Expires 1/31/2020  
Page 1 of 2

## Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities.<sup>i</sup> To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

## How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- Blindness
- Autism
- Bipolar disorder
- Post-traumatic stress disorder (PTSD)
- Deafness
- Cerebral palsy
- Major depression
- Obsessive compulsive disorder
- Cancer
- HIV/AIDS
- Multiple sclerosis (MS)
- Impairments requiring the use of a wheelchair
- Diabetes
- Schizophrenia
- Missing limbs or partially missing limbs
- Intellectual disability (previously called mental retardation)
- Epilepsy
- Muscular dystrophy

**Please select one of the options below:**

**Do you have a disability?**

\_\_\_\_\_  
Your Name

\_\_\_\_\_  
Today's Date

# Voluntary Self-Identification of Disability

Form CC-305  
OMB Control Number 1250-0005  
Expires 1/31/2020  
Page 2 of 2

## Reasonable Accommodation Notice

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

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<sup>i</sup> Section 503 of the Rehabilitation Act of 1973, as amended. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at [www.dol.gov/ofccp](http://www.dol.gov/ofccp).

**PUBLIC BURDEN STATEMENT:** According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

## Auto-Identificación Voluntaria de Discapacidad

Formulario CC-305  
Numero de Control OMB 1250-0005  
Vence el 31/1/2020  
Página 1 de 2

### ¿Por qué se le está pidiendo que complete este formulario?

Debido a que nosotros hacemos negocios con el gobierno, tenemos que acercarnos, contratar y proporcionar igualdad de oportunidades a personas calificadas con discapacidad.<sup>i</sup> Para ayudarnos a medir que tan bien lo estamos haciendo, le estamos pidiendo que nos diga si usted tiene alguna discapacidad o si alguna vez tuvo alguna discapacidad. Completar este formulario es voluntario, pero esperamos que usted elija hacerlo. Si usted está solicitando un empleo, cualquier respuesta que usted proporcione se mantendrá confidencial y no será utilizada en su contra de ninguna manera.

Si usted ya trabaja para nosotros, su respuesta no será utilizada en su contra de ninguna manera. Debido a que una persona puede convertirse en discapacitada en cualquier momento, estamos obligados a solicitar a todos nuestros empleados que actualicen su información cada cinco años. Usted puede voluntariamente identificar que tiene alguna discapacidad en este formulario sin temor a ningún castigo porque no identificó que tenía alguna discapacidad antes.

### ¿Cómo puedo saber si tengo una discapacidad?

Se considera que usted tiene una discapacidad si usted tiene un impedimento físico o mental o una condición médica que limita sustancialmente alguna actividad importante de la vida, o si usted tiene un historial o registro de tal impedimento, o condición médica.

Las discapacidades incluyen, pero no se limitan a:

- Ceguera
- Sordera
- Cáncer
- Diabetes
- Epilepsia
- Autismo
- Parálisis cerebral
- VIH/SIDA
- Esquizofrenia
- Distrofia muscular
- Trastorno bipolar
- Depresión aguda
- Esclerosis múltiple(EM)
- Ausencia de extremidades o Ausencia parcial de extremidades
- Trastorno de estrés postraumático (TEPT)
- Trastorno obsesivo-compulsivo
- Deficiencias que requieren uso de silla de ruedas
- Discapacidad intelectual (antes llamado retraso mental)

### Favor marcar una de las casillas siguientes:

**Tiene una discapacidad?**

\_\_\_\_\_  
Su Nombre

\_\_\_\_\_  
Fecha de Hoy

## Auto-Identificación Voluntaria de Discapacidad

Formulario CC-305  
Numero de Control OMB 1250-0005  
Vence el 31/1/2020  
Página 2 de 2

### Notificación de Ajustes Razonables

La ley federal requiere que los empleadores proporcionen ajustes razonables a personas calificadas con discapacidades. Favor díganos si usted necesita algún ajuste razonable para solicitar un empleo o para desempeñar su trabajo. Ejemplos de ajustes razonables incluyen hacer un cambio en el proceso de aplicación o los procedimientos de trabajo, proporcionar los documentos en un formato alternativo, el uso de un intérprete de lenguaje de signos, o el uso de equipo especializado.

<sup>i</sup> Sección 503 de la Ley de Rehabilitación de 1973, y sus modificatorias. Para obtener más información acerca de este formulario o sobre las obligaciones de igualdad en el empleo de contratistas federales, visite la página web de la Oficina de Programas de Cumplimiento de Contratos Federales (OFCCP, por sus siglas en ingles) del Departamento de Trabajo de los EE.UU. [www.dol.gov/ofccp](http://www.dol.gov/ofccp).

**DECLARACIÓN PÚBLICA OBLIGATORIA:** De acuerdo con la Ley de Reducción de Trámites de 1995 ninguna persona está obligada a responder a una solicitud de información a menos que la misma muestre un número de control OMB válido. Esta encuesta debe tomar alrededor de 5 minutos para ser completada.