

WATAUGA MEATS & BUTCHERY

dba Shipley Farms Foods — Employment Application

Our mission is to leave land, people, and communities better off through food and farming done with excellence and purpose.

CORE VALUES · Stewardship · Care for People · Integrity · Excellence · Service

"...for every beast of the forest is Mine, the cattle on a thousand hills..." — Psalm 50:10

Watauga Meats & Butchery / Shipley Farms Foods is an equal opportunity employer. All qualified applicants receive consideration without regard to race, color, religion, sex, national origin, age, disability, veteran status, or any other status protected by applicable law. Submitting this application does not guarantee that a position is open or imply an offer of employment.

POSITION & AVAILABILITY

Position Applied For: _____

Date: _____ Date Available to Start: _____

Desired Salary: _____ How did you hear about this position?: _____

Desired Schedule / Availability (days & hours available, full-time/part-time, weekend/holiday availability):

APPLICANT INFORMATION

Last Name: _____ First Name: _____ M.I.: _____

Street Address: _____ Apt/Unit #: _____

City: _____ State: _____ ZIP: _____

Phone: _____ Email: _____

ELIGIBILITY

Are you at least 18 years of age? Yes ☐ No ☐

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

Will you now, or in the future, require sponsorship for an employment visa? Yes ☐ No ☐

Have you previously worked for this company? Yes ☐ No ☐ If yes, when? _____

Have you been convicted of a crime (other than a minor traffic violation) within the past seven years? Yes ☐ No ☐

If yes, please explain: _____

A criminal conviction does not automatically disqualify you from employment. We consider the nature and gravity of the offense, the time that has passed, and its relevance to the position for which you are applying.

LICENSES & CERTIFICATIONS

Valid driver's license? Yes ☐ No ☐ ServSafe certified? Yes ☐ No ☐

Other licenses or certifications (please list): _____

ESSENTIAL JOB FUNCTIONS

Many positions with the Company regularly require standing, walking, and the use of hands and arms to handle, feel, and reach (0–72 inches); talking, hearing, tasting, and smelling; and occasional climbing, balancing, stooping, kneeling, or crouching. Some positions require the ability to frequently lift and/or move up to 100 pounds, and specific vision abilities including close vision, color vision, and depth perception. Work may involve exposure to the outdoors in all weather conditions, indoor freezer/cooler and unconditioned spaces, dirty/wet/humid conditions, livestock and manure, moving mechanical parts, extreme cold, and moderate to loud noise. These are default essential functions for physically active roles and may not apply, or may apply differently, to office, remote, or administrative positions — or as otherwise defined in the specific role's job description.

Can you perform the essential functions of this position, with or without reasonable accommodation? Yes ☐ No ☐

EDUCATION

School	Name & Location	Graduated?	Diploma / Degree
High School		Yes ☐ No ☐	
College / University		Yes ☐ No ☐	
Other / Vocational		Yes ☐ No ☐	

EMPLOYMENT HISTORY (MOST RECENT TWO EMPLOYERS)

Employer: _____ **Phone:** _____
Address: _____ **Supervisor:** _____
Job Title: _____ **From:** _____ **To:** _____
Reason for Leaving: _____
 May we contact this employer for a reference? Yes ☐ No ☐

Employer: _____ **Phone:** _____
Address: _____ **Supervisor:** _____
Job Title: _____ **From:** _____ **To:** _____
Reason for Leaving: _____
 May we contact this employer for a reference? Yes ☐ No ☐

PROFESSIONAL REFERENCES (LIST THREE, NOT RELATIVES)

Name	Relationship	Company	Phone

AUTHORIZATION & CERTIFICATION

This application does not constitute an offer of employment or an employment contract. If I am hired, my employment will be at-will: either I or the Company may end the employment relationship at any time, for any reason, with or without cause or notice. No representative of the Company other than its President has authority to enter into an employment agreement for a specified period of time or to make any promise or commitment contrary to the foregoing, and any such agreement is valid only if in writing and signed by the President.

I certify that the information provided in this application is true and complete to the best of my knowledge. I understand that false or misleading information in this application or in an interview may result in disqualification from consideration or, if discovered after hire, termination of employment.

I authorize the Company to verify the information provided in this application, including by contacting the previous employers, educational institutions, and references listed above, and I release those persons and entities from liability for providing such information in good faith.

I have read and understand the Company's mission and core values stated at the top of this application.

Signature: _____ **Date:** _____