

SONNEWALD

Natural Foods

4796 Lehman Road, Spring Grove, PA 17362
(717)225-3825 www.sonnewald.org

Dear Applicant,

Thank you for considering employment at Sonnewald Natural Foods (SNF). We operate differently than many other businesses.

In order to save everyone's time, we suggest you read the "Employment Practices" first. This document will provide important information regarding employment at SNF. If, after reading, you are interested in pursuing work with us, please proceed with the application.

Please feel free to attach your résumé or add additional pages to tell us anything else about yourself that you believe will be insightful. We truly want to get to know you.

Check out sonnewald.org to learn more about SNF and remember "Good Health Comes from the Farm ... Not the Pharmacy".

The Sonnewald Team

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Employment Practices

Hiring Process

All team members begin with a 90 day introductory period. Either the prospective team member or the SNF team may decide that this employment opportunity is not a good fit. If such is the case, employment will be terminated and we will return to a customer/friend relationship. During your employment at SNF, you will be asked to explore the possibility of working in different areas throughout the store.

Benefits

SNF offers:

- ♥ A discount for team members and residents of their immediate household on all store purchases. The discount is based on the number of hours the team member is scheduled to work. The everyday 20% book discount is honored before the employee discount is deducted.
- ♥ Free access to compromised produce and expired items.
- ♥ Occasional “freebies” from suppliers and/or team members.
- ♥ Free admission to all SNF sponsored events.
- ♥ Full time employees (35 or more hours per week) receive 2 paid holidays and 1 average week of paid time off after one year of employment.

SNF does not offer:

- ♥ Insurance coverage. We encourage investing in good health.

Team Members are required to...

- ♥ Read all in-house correspondence and are encouraged to contribute to all discussions.
- ♥ Wear a communications radio/walkie-talkie and name badge.
- ♥ Announce their arrival and departure on the radio.
- ♥ Take full responsibility for the hours which they have agreed to work.
- ♥ Dress appropriately for their duties. No exposed midriffs, cleavage, or backs. No tank tops, ragged or torn clothing.
- ♥ Avoid wearing fragrances to work.

Miscellaneous

- ♥ All team members are expected to speak respectfully and kindly to everyone. Swearing is not permitted.
- ♥ Team members are expected to treat all customers with consideration and kindness. SNF enjoys a wonderfully diverse clientele which includes many races, nationalities and religions.
- ♥ We believe that all are equal and our job is to encourage, support and love them.
- ♥ SNF’s electronic equipment is not available for personal use.
- ♥ All team members are expected to take the steps necessary to reduce waste of all kinds including time, money, food, and talent.
- ♥ The use of all forms of tobacco and alcohol (excluding herbal tinctures) are prohibited on Sonnewald property.