

Have you had any accidents during the past three (3) years? NO YES How Many? _____

Have you had any moving violations during the past three (3) years? NO YES How Many? _____

PERSONAL REFERENCES:

Please list two (2) references other than relatives.

Name: _____ Phone: () _____ - _____

How do you know this person? _____

Name: _____ Phone: () _____ - _____

How do you know this person? _____

Please use this space to elaborate on any background, experience or qualifications that you believe should be considered in evaluating your qualifications for employment. You may include hobbies, volunteer experience and any other activities you believe relevant. Please omit any information that would disclose your race, gender, age, marital status, ethnic origin, religious or political affiliations or disability.

WORK EXPERIENCE:

Please list your work experience for the **past seven (7) years** beginning with your most recent job held. If you were self-employed, give firm name. **Attach additional sheets if necessary.**

Name of employer: _____

Address: _____

Name of last supervisor: _____

Employment dates: From _____ To _____ Pay/Salary: _____

City: _____ State: _____ Zip: _____

Phone:() _____ - _____ Last job title: _____

Reason for leaving (be specific): _____

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company:

Name of employer: _____

Address: _____

Name of last supervisor: _____

Employment dates: From _____ To _____ Pay/Salary: _____

City: _____ State: _____ Zip: _____

Phone:() _____ - _____ Last job title: _____

Reason for leaving (be specific): _____

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company:

Name of employer: _____

Address: _____

Name of last supervisor: _____

Employment dates: From _____ To _____ Pay/Salary: _____

City: _____ State: _____ Zip: _____

Phone :() _____ - _____ Last job title: _____

Reason for leaving (be specific): _____

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company:

Did you complete this application yourself? YES NO If not, who did? _____

PLEASE READ CAREFULLY ~ APPLICATION FORM WAIVER

As indication that you have read and understood each sentence, please write your initials in the spaces provided below. In exchange for the consideration of my job application by Copperfield, Richard's, Beverage Shoppe or Spec's Liquors (any other subsidiary) ~ hereinafter called "the Company" ~ I agree that: Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements and the like as they may exist from time to time, or other Company practices, shall serve to create an actual or implied contract of employment _____ or to confer any right to remain an employee of the Company, or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by the Owner/Managing Member of the Company. Both the undersigned and the Company may end the employment relationship at any time, without specified notice or reason. If employed, I understand the Company may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits. I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. _____ I hereby give the Company permission to contact schools, all previous employers (unless otherwise indicated), references and others and hereby release the Company from any liability as a result of such contact. I understand that, in connection with the routine processing of your employment application, the Company may request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristics and mode of living. Upon written request from me, the Company, will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act. I further understand that my employment with the Company shall be probationary for a period of ninety (90) days and further that at any time during the probationary period or thereafter, my employment relationship with the Company is terminable at will for any reason by either party. _____

Signature of applicant: _____ Date: _____

Have you ever visited a Spec's Liquor's location? Where? Describe your experience. _____

Why would you like to work for Spec's Family Partners? _____

Describe a specific situation where you have provided excellent customer service in your most recent position. Why was this effective?

Thank you for completing this application form and for your interest in our business.

Please answer each of these questions to the best of your ability. Please be brief in your responses.

Your Strengths and Opportunities:

1. What job responsibilities and duties do you excel at? _____
2. What technical skills and knowledge areas are your strongest? _____
3. What people skills are your strongest? _____
4. What leadership skills are your strongest? _____
5. Do you have supplemental skills, knowledge areas or experiences that we should know about? _____
6. What interview question would best allow you to demonstrate your qualifications for this position? _____

7. What are your key strengths? _____
8. What is your biggest opportunity to improve? _____

Motivation and "Frustrators":

1. What are the key motivators that excite you to perform at your very best? _____
2. What makes a job fun? _____
3. What are the changeable aspects of a job, manager or organization that normally frustrate you the most? _____

4. Why specifically did you leave your last job? _____
5. What management approaches are the most effective in maximizing your performance? Assign points to the most desirable management behaviors and no points to the ones that are less important. Make sure your total points equal 100.

| | |
|---------------------------------------|--|
| _____ Close supervision and control | _____ Opportunities to lead |
| _____ Loose supervision and control | _____ Provided with varied tasks |
| _____ Verbal recognition | _____ Allowed to focus on the same tasks each day |
| _____ Monetary reward and recognition | _____ The volume of output being the most important |
| _____ Mostly individual projects | _____ The quality of output being the most important |
| _____ Mostly team projects | |
6. Where do you expect to be professionally in two years? _____
7. What decision related criteria will you use to decide whether you will accept your next job offer? Rank these by points making sure the points total equals 100.

| | |
|---------------------------------|---------------------------------|
| _____ Pay | _____ Promotional opportunities |
| _____ Benefits | _____ Job opportunities |
| _____ Schedule | _____ Management style |
| _____ Development opportunities | |
8. What other firms have you applied to recently? _____
9. What is the minimum starting salary that you will accept for this position? (In order to avoid wasting a great deal of a candidate's time and hiring manager's time, it's important that we know at the beginning of the process whether our salary target for this position meets your minimal expectations.) Please be candid because we do not make counter offers. My minimum starting salary is \$ _____

Notifications and Information:

1. E Verify will be used to determine work eligibility
2. You must take and pass a drug test prior to hiring
3. A background check will be run prior to hiring
4. If you are applying for a position as a driver, an MVR report will be run showing your ability to legally drive
5. Business casual to business professional dress is appropriate for the interviews at our company

If you should be selected for an interview you can assist facilitate the scheduling by providing us with the best days and times that you might be available for an interview: _____

Spec's Family Partners Limited and all subsidiaries is an equal employment opportunity employer. The Company adheres to a policy of making employment decisions without regard to race, color, religion, gender, sexual orientation, national origin, citizenship, age or disability. The Company assures you that your opportunity for employment with Spec's Family Partners Limited and any subsidiary depends solely on your qualifications.