



Diamond® Pet Foods

Established 1970



P.O. Box 156
Meta, MO 65058
573-229-4217

Application for Employment

Diamond® Pet Foods

250 E. Roth Road
Lathrop, CA 95330
209-983-4900

100 Woodtrail Drive
Gaston, SC 29053
803-739-9072

800 S. Main Street
Dumas, AR 71639
870-222-0820

942 S. Stockton Ave.
Ripon, CA 95366
209-824-4640

1601 W McKay St.
Frontenac, KS 66763

HISTORY

- Family Owned
- Manufactures Super-Premium Pet Foods at facilities in:
 - Meta, Missouri – 800-442-0402
 - Lathrop, California – 289-983-4900
 - Gaston, South Carolina – 803-739-9072
 - Ripon, California – 209-824-4640
 - Dumas, Arkansas – 870-222-0820
 - Frontenac, Kansas
- Food sold in:
 - All 50 states
 - 70+ countries
 - 100 mass merchant superstores
 - 400+ wholesale clubs
 - 700+ large format superstores
 - 10,000+ pet speciality retail locations

EMPLOYEES

- 300+ employees in areas of manufacturing, administration, and sales
- 2000% growth since 1986
- Future forecast for growth is unlimited

COMPETITIVE COMPENSATION & EXCELLENT BENEFIT PACKAGE

BENEFITS FOR FULL-TIME EMPLOYEES

(After Introductory Period)

- Paid holidays
- Paid vacation
- Company paid family health insurance
- Family vision / dental insurance
- Company paid life insurance, dependent life insurance, and AD & D
- Family volunteer life insurance
- Company paid long term disability insurance
- Company sponsored profit sharing
- 401k Retirement Plan
- Educational Assistance Plan
- Employee discounts
- Uniforms furnished
- Safety boot allowance program
- Prescription safety glasses provided
- Shift differential

An Equal Opportunity Employer

PLEASE PRINT CLEARLY

| Personal Information | | | DATE: _____ |
|--|----------------------|---------|---------------|
| Social Security Number | Employee Name (Last) | (First) | (Middle Name) |
| Present Address | City | State | Zip |
| Previous Address | City | State | Zip |
| Home Phone | Alternate Phone | | |
| Cell Phone | E-mail Address | | |
| Do you have a legal right to work in the United States? | | | |
| Are you at least 18 years of age? Note: Drivers must be at least 21 years of age. | | | |
| Have you ever been discharged from a job? | | | |
| Have you ever applied for a job with Diamond? If yes, when and where? | | | |
| Were you previously employed by Diamond? If yes, when and where? | | | |
| Are you currently employed? | | | |
| Are you currently a student? | | | |
| Are you currently on a layoff? | | | |
| State names of relatives and friends working for us. | | | |
| How were you referred to us? | | | |
| Have you ever been convicted of, or pled guilty to or nolo contendere to, a felony or misdemeanor, (not including minor traffic violations), except for a case that has been expunged, sealed, or dismissed. If yes, explain below. <input type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| NOTE: A conviction will not necessarily disqualify an applicant from employment. Factors such as age and date of the offense, the seriousness of the violation and rehabilitation will be considered. _____ | | | |

Availability

What type of employment are you seeking? (Check each classification you are willing to work.)

Full-Time Part-Time Temporary Will you work a night shift? Yes No

Length of employment desired:

_____ Over a Year _____ Less than a year _____ Summer/Seasonal – From _____ to _____

How soon can you start working? _____ What position are you most interested in? _____

Number of hours you would prefer to work each week: _____

– Make Sure You Complete All Three Pages and Sign Last Page –

Work History

| LIST WORK HISTORY BEGINNING WITH THE CURRENT OR MOST RECENT EMPLOYERS AND MILITARY SERVICE | | EMPLOYMENT DATES | | |
|--|---------------------------------|---|---------------------|-------|
| Company Name | What type of work do you do? | From | Month | Year |
| Address | Name & title of your supervisor | | To | Month |
| City | State | Zip | Reason for leaving? | |
| Telephone # | | | Pay Rate | |
| Company Name | What type of work do you do? | From | Month | Year |
| Address | Name & title of your supervisor | | To | Month |
| City | State | Zip | Reason for leaving? | |
| Telephone # | | | Pay Rate | |
| Company Name | What type of work do you do? | From | Month | Year |
| Address | Name & title of your supervisor | | To | Month |
| City | State | Zip | Reason for leaving? | |
| Telephone # | | | Pay Rate | |
| Company Name | What type of work do you do? | From | Month | Year |
| Address | Name & title of your supervisor | | To | Month |
| City | State | Zip | Reason for leaving? | |
| Telephone # | | | Pay Rate | |
| State reason and length of any inactivity between employers. | | | | |
| May we contact your present employer for a work reference? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when? | | To assist us in verifying your prior employment, have you ever worked under another name? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, list name: | | |

Education, Skills and Training

LIST ALL HIGH SCHOOL, COLLEGE, UNIVERSITY OR TECHNICAL TRAINING

| NAME OF SCHOOL | CITY | STATE | YEARS COMPLETED | DID YOU GRADUATE? | DEGREE OR CERTIFICATE |
|--|---|--|--------------------------------------|-------------------|-----------------------|
| | | | | | |
| | | | | | |
| | | | | | |
| Please check (✓) areas where you have work experience or training: | | | | | |
| <input type="checkbox"/> Accounting | <input type="checkbox"/> Computer | <input type="checkbox"/> Human Resources | <input type="checkbox"/> Maintenance | | |
| <input type="checkbox"/> Bilingual | <input type="checkbox"/> Customer Service | <input type="checkbox"/> Janitorial | <input type="checkbox"/> Receiving | | |
| <input type="checkbox"/> Calculator | <input type="checkbox"/> Electrical | <input type="checkbox"/> Loading | <input type="checkbox"/> Sales | | |
| <input type="checkbox"/> CDL Driver (A or B) | <input type="checkbox"/> Forklift | <input type="checkbox"/> Management | <input type="checkbox"/> Sanitation | | |

Military

Did you serve in the U.S. Armed Forces? Yes No If yes, in what Branch? _____

Describe any training received relevant to the position for which you are applying: _____

Important

APPLICANT'S AGREEMENT AND CERTIFICATION. READ BEFORE SIGNING.

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge. I understand that, if employed, falsified statements on this application may result in disciplinary action up to and including termination.

I hereby authorize all of my present and former employers, school authorities and persons listed as personal references to furnish Diamond Pet Foods or any agent acting on its behalf, information concerning my personal character, work habits and employment record (such as a statement of the reasons for the termination or separation of my employment), work performance, abilities, and other qualities pertinent to my qualifications for employment. I hereby release all such persons and Diamond Pet Foods and their respective officers, directors, employees, or agents, in both their individual and representative capacities, from any and all liability for damages of whatever nature arising from furnishing or receiving the requested information.

Diamond Pet Foods is hereby authorized to make any investigation of my personal history and financial and credit record through any investigative or credit agencies or bureaus of Diamond Pet Food's choice, at anytime during the course of my employment with Diamond Pet Foods. I also understand that, upon written request, I will be informed if a consumer credit report was requested, and if such a report was requested, I will be told the name and address of the agency furnishing the report.

I understand that I may be required to undergo screenings for substance abuse (drugs) and a physical examination as a condition of my employment.

I also understand that all employment with Diamond Pet Foods is 'at will' and may be terminated by Diamond Pet Foods or by me at any time and for any reason or no reason at all with or without notice.

Diamond Pet Foods is an equal opportunity employer. Our policy is to consider all applicants for employment based on their qualifications and our current job vacancies. Applicants are considered without regard to race, color, religion, sex, national origin, age, disability, or marital status or any other category that may be protected under applicable law.

MY SIGNATURE IS EVIDENCE THAT I HAVE READ AND AGREE WITH THE ABOVE STATEMENTS.

Applicant's Signature

Date