

SEATTLE FISH CO. & GOURMET PROVISIONS

EST. 1918

101 YEARS AGO, 16-YEAR-OLD MOSE IACINO made it his mission to provide landlocked Denver and surrounding areas with access to the world's freshest seafood. Today, Seattle Fish Co. is one of the largest distributors of fresh and frozen seafood in the Western U.S., with more than 230 dedicated employees serving over 1,200 happy customers throughout the Rocky Mountain region-plus a proven reputation as an industry leader in sustainability.

Our diverse, engaged, and high-performing staff continues to push boundaries to deliver exceptional experiences to customers every day. The people we draw to us are people who believe in themselves, believe in our customers, and believe in our work. Seattle Fish Co., is committed to growing both our business and our people, providing ample opportunities for personal and professional development along the path to market domination. Seattle Fish Company is recognized as one of the top companies to work for in the country, and we take this leadership role – and our obligations to employees – very seriously.

Brand

Building on a 101-year-old legacy of excellence, Seattle Fish Company is globally renowned as a trusted expert and leader in the sustainable food market built on deep family roots, a lasting commitment to awareness and education, and an innovative, future-forward approach to seafood. Our brand is an instantly recognizable and reputable asset that delivers tremendous value to our business and customers alike. And our brand values are reflected every day in the work we do, the people we employ, and the businesses we serve. Every aspect of our brand reflects these values – and our own role as industry leader – through highly appealing content that educates customers and consumers about the value of increasing their intake of sustainably sourced food.

Culture

Grounded in a shared passion for food, sustainability, and community, Seattle Fish Company employees stay true to who we are while aspiring to be better, *always*. Our strength is in our flexibility to adapt to and embrace change. Our differentiation is in our commitment to challenge and support each other through mutual accountability. Our core values guide our thoughts actions and intents every day.

Core Values

Customer

We make decisions with the customer in mind, anticipating what the customer needs before they even ask for it. We take pride in fostering strong partnerships and helping customers achieve their goals.

Quality

We are intentional and purposeful with the products we offer to customers. We take the time to make sure products meet our high standards, because we believe it is the right thing to do.

Sustainability

We operate mindfully by actively working to reduce our waste and carbon footprint, and work together with our vendor partners to make responsible sourcing decisions on products.

Family

We are a community first and a company second. We work together every day to achieve a common goal, learn from one another, and commit to treat each other with respect.

Philanthropy

We are passionate about supporting our communities and helping others, including volunteering with local nonprofits and donating to important causes.

Join Our Team at Seattle Fish Company!
Complete the application beginning on the next page.

We sustainably feed people.

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APPLICATION FOR EMPLOYMENT

An Equal Opportunity Employer

We do not discriminate on the basis of race, color, religion, national origin, sex, age, disability, veteran, marital status or any other status protected by law or regulation. It is our intention that all qualified applicants are given equal opportunity and that selection decisions be based on job-related factors.

GENERAL

Answer each question fully and accurately. No action can be taken on this application until you have answered all questions. Use blank paper if you do not have enough room on this application. **PLEASE PRINT**, except for signature on back of application. In reading and answering the following questions, be aware that none of the questions are intended to imply illegal preferences or discrimination based upon non-job-related information.

Position Applied for _____ Today's Date _____

 Last First Middle Name Telephone Number

 Email Address

 Present Street Address City State Zip Code

Are you seeking? Full-time Part-time Temporary When could you start work? _____

Are you willing to work overtime? Yes No

Are you 18 years of age or older? Yes No
 (If you are hired, you may be required to submit proof of age.)

If hired, can you furnish proof you are eligible to work in the U.S.? Yes No

Have you ever applied here before? Yes No If yes, when? _____

Were you ever employed here? Yes No If yes, when? _____

How did you hear about this position? _____ Referral Name? _____

If employed, do you expect to be engaged in any additional business or employment outside of our job? Yes No

If yes, give details _____

(For positions that require a driver's license)

Do you have a valid driver's license? Yes No

Driver's License Number _____ Class of License _____ State Licensed In _____

Can you Drive? Manual Transmission... Yes No Automatic Transmission... Yes No

Have you had your driver's license suspended or revoked in the last 3 years? Yes No

If yes, give details: _____

LIST NAME AND ADDRESS OF SCHOOLS

High School or GED: _____
Name City, State City State

Did you Graduate? Yes No Area of Study? _____

Degree Received? _____ Year graduated? _____

College or University: _____
Name City, State City State

Did you Graduate? Yes No Area of Study? _____

Degree Received? _____

Vocational or Technical: _____
Name City, State City State

Did you Graduate? Yes No Area of Study? _____

Degree Received? _____

What skills or additional training do you have that relate to the job for which you are applying? _____

What machines or equipment can you operate that relate to the job for which you are applying? _____

List professional, trade, business or civic activities and offices held. (Exclude labor organizations and memberships which reveal race, color, religion, national origin, sex, age, disability or other protected status.)

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List names of employers in consecutive order with present or last employer listed first. Account for all periods of time including military service and any periods of unemployment. If self-employed, give firm name and supply business references. **Note: A job offer may be contingent upon acceptable references from current and former employers. If necessary, please include additional work history information on a separate sheet(s) and attach it to this application or attach your resume. Do not list "See Resume."**

NAME OF EMPLOYER		JOB TITLE AND DUTIES
ADDRESS		DATES OF EMPLOYMENT (MO/YR): FROM TO
CITY, STATE, ZIP CODE		PAY: START \$ FINAL \$
SUPERVISOR(S)	TELEPHONE	Reason For Leaving
NAME OF EMPLOYER		JOB TITLE AND DUTIES
ADDRESS		DATES OF EMPLOYMENT (MO/YR): FROM TO
CITY, STATE, ZIP CODE		PAY: START \$ FINAL \$
SUPERVISOR(S)	TELEPHONE	Reason For Leaving
NAME OF EMPLOYER		JOB TITLE AND DUTIES
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CITY, STATE, ZIP CODE		PAY: START \$ FINAL \$
SUPERVISOR(S)	TELEPHONE	Reason For Leaving

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Have you worked or attended school under any other names? Yes No
 If yes, give names: _____

Are you presently employed? Yes No
 If yes, may we contact? _____

Have you ever been fired from a job or asked to resign? Yes No
 If yes, please explain: _____

Give three references, not relatives.

Name	Address	Phone
_____	_____	_____
_____	_____	_____
_____	_____	_____

PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING

To assist in the evaluation of my employment application and/or for "employment purposes", I authorize Seattle Fish Company to request and receive any and all information concerning me from any persons, schools, companies, corporations, partnerships, government or government subdivisions, agencies, consumer reporting or investigative agencies, licensing agencies and of my previous employers now or at any time during my employment with Seattle Fish Company. This authorization includes, but is not limited to, authorization to check and verify any information contained in my employment application. I hereby authorize any and all aforesaid to furnish Seattle Fish Company any and all information concerning me. I hereby release all parties supplying information concerning me and Seattle Fish Company, its divisions, affiliates, agents, servants, and/or other employees from any and all liability and responsibility arising out of the collection, release, or use of information concerning me.

I understand that if an employment offer is extended, I may be required to undergo a physical examination and/or drug screen test at the expense of Seattle Fish Company. I further understand that if I do not successfully complete the physical examination or drug screen test, Seattle Fish Company may withdraw its employment offer, and I agree to hold Seattle Fish Company harmless for such withdrawal. I also understand that employment is conditional on my ability to verify my identity and eligibility for employment as required by the Immigration Reform and Control Act of 1986. Seattle Fish Company participates in E-Verify.

I agree and understand that any employment which may be offered to me will not be for any definite period of time and that such employment is subject to termination by me or Seattle Fish Company at any time, with or without cause. I also agree and understand that nothing contained in this application nor any verbal statements made during the application process or during my employment shall be deemed an employment contract between me and Seattle Fish Company.

I certify that all information furnished in this application, signed and dated by me this date, is true and complete to the best of my knowledge and belief and that falsification or omission of information requested in this application process shall be grounds for disqualification from further consideration or for termination of employment.

Signature: _____ Date: _____

This application for employment will remain active for a limited time. Ask the organization's representative for details.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment — or to take another adverse action against you — must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.
- In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.
- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit "prescreened" offers of credit and insurance you get based on information in your credit report.** Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
<p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G. Street N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission: Consumer Response Center — FCRA Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box. 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314</p>
<p>3. Air carriers</p>	<p>Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20423</p>
<p>4. Creditors Subject to the Surface Transportation Board</p>	<p>Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W.</p>
<p>5. Creditors Subject to the Packers and Stockyards Act, 1921</p>	<p>Nearest Packers and Stockyards Administration area supervisor</p>
<p>6. Small Business Investment Companies</p>	<p>Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., 8th Floor Washington, DC 20549</p>
<p>7. Brokers and Dealers</p>	<p>Securities and Exchange Commission 100 F Street, N.E. Washington, DC 20549</p>
<p>8. Federal Land Banks, Federal Lank Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations</p>	<p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p>
<p>9. Retailers, Finance Companies, and All Other Creditors Not Listed Above</p>	<p>FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center — FCRA Washington, DC 20580</p>



Fair Credit Reporting Act Disclosure & Authorization

DISCLOSURE

In considering you as an applicant for employment or as a current employee, we may choose to secure and use information contained in either a consumer report or investigative consumer report about you obtained from a consumer reporting agency when: (1) considering your application for employment (2) making a decision whether to offer you employment, (3) deciding whether to continue your employment or (4) making other employment-related decisions directly affecting you.

For explanation purposes, a "consumer reporting agency" is a person or business that, on a cooperative nonprofit basis, or for monetary fees or dues, regularly assembles or evaluates consumer credit information or other information on consumers for a person who has a legitimate business need for the information or intends to use the information for employment purposes.

A "consumer report" means any written, oral or other communication of any information by a consumer reporting agency bearing on your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in establishing your eligibility for employment purposes.

An "investigative consumer report" means a consumer report or portion thereof in which information on your character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with your neighbors, friends, or associates reported on or with others with whom you are acquainted or who may have knowledge concerning any such items of information.

In the event an investigative consumer report is prepared, you may request additional disclosures regarding the nature and scope of the investigation requested as well as a written summary of your rights under the Fair Credit Reporting Act.

AUTHORIZATION

By your signature below, you hereby authorize us to obtain a consumer report and/or an investigative report about you in order to consider you for employment. If hired, this authorization shall remain on file and shall serve as an ongoing authorization for us to procure consumer reports at any time during the employment period.

(Signature)

(Date)

(Printed)