



PREFERRED POSITION

*****Select One Only*****

Selecting one position does not preclude you from being considered for other positions that you may qualify for based on the information that you provided on the completed application.

● **Loading Trucks**

- Basic skills required:
 - Math & Reading
 - General nursery job qualifications

● **Potting**

- Basic skills required:
 - General nursery job qualifications
 - Specific job function requirements – reading, writing, math, driving skills

● **Pruning**

- Basic skills required:
 - General nursery job qualifications

● **Spacing**

- Basic skills required:
 - General Nursery Job Qualifications

● **Field Tech**

- Basic skills required:
 - General Nursery Job Qualifications
 - Math, reading, writing, driving skills

● **Plant Consultant**

- Basic skills required:
 - General Nursery Job Qualifications
 - Math, reading, writing, driving skill, ability to communicate with customers

● **Weeding**

- Basic skills required:
 - General Nursery Job Qualifications

● **Staking & Tying**

- Basic skills required:
 - General Nursery Job Qualifications



HR USE ONLY	
APP ID:	_____
Date:	_____
CODE(S):	_____

2620 Wall Store Road, Garner, NC 27529
Telephone (919) 772-7255 Fax (919) 773-0904

APPLICATION FOR EMPLOYMENT

(This application is valid for 90 days)

Pender Nursery and Plants Express is an equal opportunity employers. Pender Nursery and Plants Express does not discriminate against applicants or employees on the basis of sex, race, color, ancestry, religious creed, national origin, disability (mental or physical), medical condition, age, marital status, pregnancy, veteran status, or any other basis prohibited by law. Pender Nursery and Plants Express makes reasonable accommodations for applicants and employees who require accommodations because of a disability. (If you are disabled and need a reasonable accommodation in connection with the application process, please notify the Human Resources Department of your need as soon as possible. Pender Nursery and Plants Express seeks to hire the most qualified applicant for each position, and actively recruits all qualified applicants including females and minorities.

Incomplete applications will not be considered. Thank you for your interest in applying for a position. Please understand that our acceptance of this application does not create an obligation for us to hire you, nor are you obligated to work for us. Be advised that your signature on this application has certain legal consequences. Therefore, we advise you to read the "Applicants Acknowledgement, Disclaimer and Signature" section at the end of this application carefully before you answer and sign application.

Date: _____ Position(s) Desired*: _____

* If employed, you may be asked to perform jobs and/or work shifts other than requested

Type of employment: Full Time Part Time Temporary

Name: _____

Last Name	First Name	Middle
	Telephone Number	Message Phone

Address: _____

Address	City	State	Zip Code
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How did you hear of this position? _____

Are you 18 years of age or older? Yes No Date available to start work _____

Can you provide proof that you can work legally in the United States? Yes No

To aid in verification, what other names have you used while in school or employment? _____

Have you ever been convicted of a criminal offense (felony or serious misdemeanor)? No Yes *

If yes, state nature of the crime(s), _____

when and where convicted, _____

and disposition of the case. _____

Are you currently on bail pending trial for any crime, felony or misdemeanor? No Yes *

If yes, please explain _____

* (Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position(s) applied for may, however, be considered.)

KNOWLEDGE, SKILLS, AND ABILITIES

Circle the highest grade completed: 1 2 3 4 5 6 7 8 High School 1 2 3 4 College 1 2 3 4 5 6

Have you done farm work before? Yes No Have you worked for Pender before? Yes No

Do you have experience driving any of the following: Jeep Tractor Truck Forklift Other _____

Please list any tools / equipment / machinery with which you have experience: _____

What languages do you speak? _____

Please list any other relevant skill(s) you have: _____

U.S MILITARY SERVICE

Have you obtained any special skills or abilities as the result of service in the military? No Yes

If yes, please explain: _____

EMPLOYMENT HISTORY

List the name and address of former employers, beginning with the most recent:

Name & Address	From	To	Describe the work you performed and why you left.
Company Name	Month	Month	
Address (City, State)	Year	Year	
Company Name	Month	Month	
Address (City, State)	Year	Year	
Company Name	Month	Month	
Address (City, State)	Year	Year	

Applicant Acknowledgement, Disclaimer and Signature

It is very important that you read this section carefully, and that you fully understand it before you sign it.

I certify and affirm that all of the information provided on this Application is true to the best of my knowledge, information and belief. I understand that any false statement on this application may result in denial of employment, or termination if I have been hired for employment.

I agree and understand that, if hired, my employment will be based upon mutual consent and may be terminated at-will, with or without cause, by either party (Pender Nursery/Plants Express or me) on notice to the other. I also understand that this at-will aspect of my employment may not be altered except by an individual written agreement expressly altering my at-will status, signed by both me and the General Manager of the Company.

I understand that any offer of employment made by the Company is contingent upon me meeting all of the eligibility requirements of employment, including (if applicable), passing a pre-employment physical, and passing a pre-employment drug and alcohol screening test

Date: _____ ApplicantSignature: **X** _____



Job Description

GENERAL NURSERY TEAM MEMBER POSITION

Summary:

Position involves working outdoors growing and shipping quality plants for and to our customers. Team members must have the ability to work in a team environment performing different tasks including but not limited to pruning, staking & tying, potting, assembly & spacing, weeding, fertilizing, covering and uncovering cold-frames and loading (depending on the needs of the Company).

Job Qualifications:

- Experience working in agriculture or related field, an advantage
- Able to lift minimum of 20 lbs. repetitively (some positions require additional lifting requirements)
- Able to perform repetitive movements & tasks for 8 – 10, or more hours per day which include but are not limited to squatting, bending, reaching, pulling, pushing, standing, and lifting over the shoulders
- Must be flexible to work in a team environment and be supportive of co-workers, team leaders, and management
- Must be able and willing to work in inclement (hot, cold, and rainy) weather conditions
- Must be able and willing to work a varied schedule based on seasonal workloads, for example:
 - Spring Peak Season – 7:30 a.m. – 4:00 p.m. (Monday –Friday, Saturday based on workload)
 - Fall Peak Season – 7:00 a.m. – 3:30 p.m. (Monday – Friday, Saturday based on workload)
 - Winter Season – 8:00 a.m. – 4:30 p.m. (Monday – Friday, Saturday based on workload)

I hereby acknowledge that I have read and understand the job description for General Nursery position.

Applicant Signature

Date