

Welcome,

Working at Aubuchon Hardware is more than just a job. For over 100 years it's been a chance to build and advance a career. The average tenure of our Store Managers is 18 years.

We give you: Health Care benefits (medical, dental, vision, Rx), 401(k) Retirement Plan match, Life Insurance, development programs, which include fast track training, a team-oriented environment and stability.

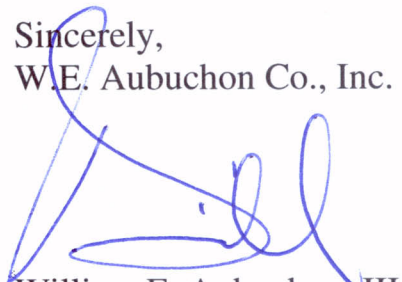
With more than 120 stores throughout New England and New York, and new stores being added each year, there's more opportunity than ever.

We offer the very best in quality and service to our employees, customers and communities.

When you join Aubuchon Hardware, you become part of a team dedicated to creating a friendly, knowledgeable and convenient shopping experience. We call this the *Aubuchon Difference*. If this sounds like what you're looking for, apply today! Simply fill out the following application and return it to your local Aubuchon Hardware store.

Thank you for your interest in Aubuchon Hardware.

Sincerely,
W.E. Aubuchon Co., Inc.



William E. Aubuchon, III
Chief Executive Officer

AUBUCHON HARDWARE

95 Aubuchon Drive
Westminster, MA 01473-0473

STORE STAMP

EMPLOYMENT APPLICATION FOR GROUP "A", "B", & "C" CANDIDATES

On Our Team, Everyone Is Important . . .

This is why Aubuchon Hardware strives to provide everyone with a chance to develop and excel. We seek to employ the best qualified individuals for our positions and provide equal opportunity for advancement to all employees in a manner that does not discriminate against any person because of race, gender, color, religion, sexual orientation, age, national origin, marital status, disability, citizenship status, and any other characteristic protected by law.

FOR STORE MANAGER'S USE ONLY

POSITION APPLYING FOR (CHECK ONE)

GROUP "A"

FULL TIME SALES/MGR. TRAINING

GROUP "B"

PART-TIME SALES

GROUP "C"

PART-TIME NON-SALES

PERSONAL INFORMATION

Name (first)	(middle initial)	(last)	Social Security #	-	-
Address	City	State	Zip	Home Telephone #	-
				Work Telephone #	-
Are you 18 years of age or over? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Have you ever been convicted of a felony? <input type="checkbox"/> Yes Conviction is not necessarily a bar to employment (See page 4) <input type="checkbox"/> No			If yes, please explain:		
Only U.S. citizens or aliens who have a legal right to work and remain permanently in the U.S. are eligible for employment.			Can you, after employment, submit verification of your legal right to work in the United States? Verification of your legal right to work in the United States will be required after employment. <input type="checkbox"/> Yes <input type="checkbox"/> No		
Referred to Aubuchon Hardware by:			In case of emergency, notify the following person		
			Name	Relationship	Telephone #
*Have you ever worked for us before? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If yes, at what store location:			What Year?	/	/
*Do you have a relative or friend working in our Company? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If yes, give name and store location:					
*MANAGER NOTE: Call Personnel Office before hiring if answer is yes to either of the above two questions.					

EDUCATION

SCHOOL	NAME AND LOCATION	ATTENDED		LAST GRADE OR LEVEL COMPLETED	DIPLOMA OR DEGREE	COURSE/ MAJOR
		YR. From:	YR. To:			
High School						
College, Business Vocation or Other Training						

List any specific skills, interests/hobbies, or areas of knowledge that might be job related that may be considered in evaluating your qualifications for employment.

EMPLOYMENT RECORD

Begin with your most recent employer, or present employer. Include any self-employed or unemployed periods. Optional: military service (*Not country of service*). **You must account for the past three (3) years** or since completing school, whichever is shorter. You may include work performed on a volunteer basis.

COMPANY NAME: _____ TEL. # _____		DATES EMPLOYED (MO./YR.) FROM: _____ TO: _____		POSITION/ TITLE: _____	
ADDRESS: _____		STARTING RATE OF PAY: _____		REASON FOR LEAVING (BE SPECIFIC) _____	
SUPERVISOR'S NAME AND TITLE: _____		LAST RATE OF PAY: _____			
RESPONSIBILITIES: _____					
COMPANY NAME: _____ TEL. # _____		DATES EMPLOYED (MO./YR.) FROM: _____ TO: _____		POSITION/ TITLE: _____	
ADDRESS: _____		STARTING RATE OF PAY: _____		REASON FOR LEAVING (BE SPECIFIC) _____	
SUPERVISOR'S NAME AND TITLE: _____		LAST RATE OF PAY: _____			
RESPONSIBILITIES: _____					
COMPANY NAME: _____ TEL. # _____		DATES EMPLOYED (MO./YR.) FROM: _____ TO: _____		POSITION/ TITLE: _____	
ADDRESS: _____		STARTING RATE OF PAY: _____		REASON FOR LEAVING (BE SPECIFIC) _____	
SUPERVISOR'S NAME AND TITLE: _____		LAST RATE OF PAY: _____			
RESPONSIBILITIES: _____					
ARE YOU CURRENTLY EMPLOYED: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Temporary Layoff <input type="checkbox"/> Permanent Layoff					
MAY WE CONTACT ALL THE EMPLOYERS LISTED ABOVE? <input type="checkbox"/> Yes <input type="checkbox"/> No					
IF NOT, WHICH ONES SHOULD WE NOT CONTACT AND WHY?				HOW MANY DAYS HAVE YOU MISSED DURING THE PAST 12 MONTHS?	
HAVE YOU EVER BEEN TERMINATED OR ASKED TO RESIGN FROM ANY JOB? <input type="checkbox"/> Yes <input type="checkbox"/> No. IF YES, PLEASE EXPLAIN CIRCUMSTANCES:					
PLEASE EXPLAIN FULLY ANY GAPS IN YOUR EMPLOYMENT HISTORY:					

NECESSARY OCCUPATIONAL QUESTIONS:

If your application is favorably considered, on what date would you be available to work?

Are you willing to travel for Store Remodelings, Year-End Inventory, or Promotion to a Store as a Manager? Yes No

Do you have product knowledge in: (Check if "Yes") Plumbing Electrical Paint Tools Outdoor/Indoor Seasonals

Can you unload a truck of hardware, related items, move same items around store or to a customer's car, with some boxes weighing up to 80 lbs.? Yes No

Can you climb and work from a ladder? Yes No

Can you continually move cases of hardware / paint? Yes No

Outside selling may be required, particularly in paint products? Do you have a valid driver's license? Yes No (Required for Assistant Managers)

Are you willing to do outside sales calls one (1) day per week after a full training program? Yes No

Are you willing to take a short math quiz to qualify for employment? Yes No

CONDITIONS OF EMPLOYMENT

Aubuchon Hardware sets high standards for its employee. Compliance with these standards is a Condition of Employment. You need to carefully consider these requirements before accepting a position with us. As an employee, you will be expected to comply fully with these work standards as well as other work rules which will be described in full if you are hired.

SAFETY

W.E. Aubuchon Co., Inc. fixes the responsibility on each employee to abide by safety regulations of State and Federal laws, safety procedures of the Company and of your own common sense to appropriately provide a safe and hazard free store environment. View videos, read provided safety material, including the Aubuchon Equipment Manual and Aubuchon OSHA Manual, and communicate anything that presents a hazard.

DAYS AND HOURS OF WORK

- 7 Day Retailing; normally work 5 days per week
- Full Time, Group "A" 47 hours per week
- Part Time, Sales, Group "B" normally 24-32 hours per week
- Part Time, Non-Sales, Group "C" normally 15-20 hours per week
- Overtime – required to meet extraordinary scheduling

PERSONAL APPEARANCE

Maintain a business-like professional appearance (dress and grooming) according to our Policy on Personal Appearance and Attire in our Policy and Procedure Manual.

CUSTOMER SERVICE

Treat customers with an exceptionally friendly attitude at all times and under all circumstances.

ATTENDANCE - PUNCTUALITY

Always report to work when scheduled and on time. Call the store before your scheduled shift when sick.

STORE ENVIRONMENT

We maintain a smoke-free, drug-free, and alcohol-free environment per our Policy and Procedure Manual.

HONESTY

Be honest with company, customers, and co-worker property.

Would you be able to comply with all the requirements as listed? Yes No

If "no", or if you have concerns about being able to comply with any of these requirements, please explain: Yes No

SPECIAL EMPLOYMENT NOTICES

AUBUCHON HARDWARE IS AN EQUAL OPPORTUNITY EMPLOYER AND DOES NOT DISCRIMINATE IN EMPLOYMENT ON THE BASIS OF RACE, COLOR, CREED, SEX, NATIONAL ORIGIN, AGE, RELIGION, DISABILITY OR VETERAN STATUS. A DISABLED APPLICANT MAY REQUEST A REASONABLE ACCOMMODATION IN ORDER TO PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB.

IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL LIABILITIES AND CIVIL PENALTIES.

STATEMENT

I CERTIFY THAT THE FACTS SET FORTH IN MY APPLICATION ARE TRUE AND COMPLETE. I UNDERSTAND THAT, IF EMPLOYED, FALSE STATEMENTS OR OMISSIONS ON THIS APPLICATION WILL BE GROUNDS FOR IMMEDIATE TERMINATION OF MY EMPLOYMENT. I AUTHORIZE AUBUCHON HARDWARE TO AT ANY TIME PROCURE A CONSUMER REPORT ON ME. I AUTHORIZE AUBUCHON HARDWARE TO CHECK ALL PERSONAL AND EMPLOYMENT REFERENCES AND TO VERIFY ALL INFORMATION I HAVE INCLUDED IN THIS APPLICATION FORM.

I FURTHER UNDERSTAND THAT I HAVE THE OPTION TO TERMINATE MY EMPLOYMENT RELATIONSHIP WITH AUBUCHON HARDWARE, WITH OR WITHOUT CAUSE AND WITH OR WITHOUT NOTICE AT ANY TIME, AND AUBUCHON HARDWARE RETAINS THE SAME RIGHTS. I UNDERSTAND THAT IF I AM HIRED, ALL BENEFITS, POLICIES, PRACTICES, AND PROCEDURES MAY BE CHANGED BY AUBUCHON HARDWARE AT ANY TIME WITH OR WITHOUT NOTICE. I UNDERSTAND THAT THIS APPLICATION, AUBUCHON HARDWARE'S POLICIES, PRACTICES, AND PROCEDURES, AND ALL OTHER COMMUNICATION DISTRIBUTED TO ME BY AUBUCHON HARDWARE, WHETHER WRITTEN OR VERBAL, BEFORE HIRE OR AFTER I AM EMPLOYED, DOES NOT CONSTITUTE OR SUPPLEMENT ANY CONTRACT OF EMPLOYMENT. I FURTHER UNDERSTAND THAT NO AGENT, EMPLOYEE OR REPRESENTATIVE OF THE COMPANY HAS THE AUTHORITY TO MAKE ANY PROMISES OR AGREEMENT CONTRARY TO THE FOREGOING, UNLESS IT IS IN WRITING AND SIGNED BY THE PRESIDENT OF THE COMPANY.

IMMIGRATION REFORM AND CONTROL ACT OF 1986

I UNDERSTAND THAT, IF HIRED, I WILL BE REQUIRED TO OFFER DOCUMENTATION PROVING MY IDENTITY AND MY ELIGIBILITY TO WORK IN THE UNITED STATES, AS REQUIRED BY THE IMMIGRATION REFORM AND CONTROL ACT OF 1986. I ALSO UNDERSTAND THAT MY CONTINUED EMPLOYMENT IS CONTINGENT UPON MY PROVIDING THE NECESSARY DOCUMENTATION WITHIN THE PRESCRIBED TIME FRAME.

THIS APPLICATION HAS BEEN READ BY ME IN ITS ENTIRETY.

Applicant's
Signature _____ Date _____

***NOTE:** AN APPLICATION FOR EMPLOYMENT IN MASSACHUSETTS WITH A SEALED RECORD ON FILE WITH THE COMMISSIONER OF PROBATION MAY ANSWER "NO RECORD" WITH RESPECT TO ANY INQUIRY HEREIN RELATIVE TO PRIOR ARRESTS, CRIMINAL COURT APPEARANCES, OR CONVICTIONS. AN APPLICANT FOR EMPLOYMENT MAY ANSWER "NO RECORD" WITH RESPECT TO ANY INQUIRY RELATIVE TO PRIOR ARRESTS, COURT APPEARANCES, AND ADJUDICATIONS IN ALL CASES OF DELINQUENCY OR AS A CHILD IN NEED OF SERVICES WHICH DID NOT RESULT IN A COMPLAINT TRANSFERRED TO THE SUPERIOR COURT FOR CRIMINAL PROSECUTION.

(This application is considered active for 60 days from the above date.)

STORE MANAGER'S USE ONLY

Date of Applicant's Interview: _____

Hired _____ Not Hired _____

STORE MANAGER'S INSTRUCTIONS

For **HIRED** applicants, send this application along with all other payroll forms to Home Office, Attention Payroll Department.

For all **NON-HIRED** applicants, send their applications via Distribution Center delivery truck every three (3) months, Attention Payroll Department.