



The Fresh Market - Center Store Team Member

HOST INFORMATION

Company Description:

Welcome to Rehoboth Beach! Our one square mile community is located in the mid-Atlantic and is the largest beach resort in the State of Delaware. Known as the "Nation's Summer Capital", our town was historically branded as the get-a-way of choice for beach goers from Washington, D.C. Now, our beach town hosts visitors from all over the country, and the world. Many of our award winning town events have expanded later into the year.

The Fresh Market is focused on offering the freshest and most delicious foods possible. By providing our customers with a warm and inviting shopping experience, The Fresh Market is more than just a store - it's part of a community. Our guests are always welcomed with warm greetings and remarkable service. And we're still bringing our guests tasty, fresh fare and effortlessly delicious meals every day.

Staff Perks:

- Consistent schedules to work around other jobs
- Access to public transportation right behind store
- Surrounded with supporting retail for shopping and dining
- Working with a supportive team
- Very close to beaches
- Cultural events examples: beach day, night at boardwalk, BBQ at store
- Employee discount

Host Website: <https://www.thefreshmarket.com/>

Site of Activity: The Fresh Market

Parent Account Name: The Fresh Market

Host Address: 30098 Veterans Way Rehoboth , Delaware , 19971

Nearest Major City: Washington , District Of Columbia , Over 50 miles away

PLACEMENT INFORMATION

Job Description:

Greeting guests as they enter the store in a timely manner.

- Assisting or advising guests on their purchases.
- Stocking shelves, using a cutter to open boxes, breaking down loads and inventory of items.
- Maintaining and cleaning all areas including stock room, coolers, freezers, shelves, floors, cash register/check-out area.
- Monitoring and cleaning parking lot as well as collecting shopping carts in the parking lot and bringing them to the storefront.

- Demonstrate a high level of customer service. Respond to and take appropriate action to resolve concerns and complaints of guests.*
 - Keep supervisor/manager informed of situations relating to facility operation, patron complaints or concerns, accidents, emergency situations, damages, and potential safety hazards.*
 - Attend departmental and team meetings as well as participate in all additional training courses.*
 - Perform all duties in a safe manner.*
 - Employees may be asked to move to different locations or job assignments within the property, as needed. Other duties may be assigned.*
 - Grocery Clerks serve as a representative of our company and must display courtesy, respect, tact, and discretion in all interactions with other employees, management, owners, guests, and members of the local community.*
- May be required to handle all types of food in various roles and therefore can't have allergies or restrictions that will prevent them from handling seafood, meat, dairy, etc.*

Drug Test required: No

COMPENSATION

Hourly Wage: \$13.5

Eligible for Tips: No

Estimated weekly wages including tips: \$435

Bonus: No

* All figures above are pre-tax

Estimated average number of hours per week: 32

Estimated minimum number of hours per week: 28

Estimated maximum number of hours per week: 40

Potential fluctuation in hours per week:

Hours will be lowest in May, June and the end of September and the most in July, August and the beginning of September.

Average number of hours per week reached by last year's seasonal employees: 32

Overtime Policy:

Yes, paid after 40 hours

JOB REQUIREMENTS

English Level required:



Advanced

Required to be 21+: No

Previous Experience required: No

Qualifications & Conditions

Lifting

Lifting requirement: 50lbs/22kgs

Description:

Must be able to lift 40 pounds. Will be required to lift, push, pull, or carry objects up to 40 lbs on a repeated basis. All workers will perform physical activities that require moving one's whole body, such as lifting, balancing, climbing, and stooping or bending. These activities often also require considerable use of the arms and legs.

Standing for entire shift

Handling cleaning chemicals

Other qualifications or conditions

Description:

Must have strong communication skills, a friendly, positive attitude and be dedicated to customer service. Must be attentive to guests and highly knowledgeable about store items in order to assist guests. Must be able to work individually or on a team and at a quick pace. Must have the ability to read, write, and understand instructions given in the English language. Must have the ability to understand and respond to verbal instructions given in the English language. While most Grocery Clerks will work continuously in an indoor environment, some workers will be required to work outside on parking lot patrol with exposure to a variety of weather conditions such as rain, cold temperatures, direct sunlight or high heat and humidity. Some workers will periodically be required to work in colder areas such as refrigerators or freezers. Grocery Clerks may be moved between various departments as needed.

Job Training required: Yes

Length of job training:

One week

Hours per week during training period: 32

Different wage during training period: No

Start on specific day of the week: No

Training requirements:

Need to wear uniform: Yes

Uniform Policy:

Employer will provide hat, shirt and apron.

Cost of uniform: \$0

Uniform laundry: Participant responsibility

Dress Code: Yes

Description:

Please bring/buy jeans and shoes must be slip resistant

CULTURAL OPPORTUNITIES

Types of Cultural Opportunities:

Potlucks or Dinners

Additional Details about Cultural Offerings:

- *Cultural event examples: Beach day, night at boardwalk, BBQ at store.*

There is a heavy J-1 population in Rehoboth Beach and Dewey Beach and there are numerous groups that sponsor events, meals and trips. Please visit E-Point at ocstudentcenter.com tours tab.

HOUSING AND TRANSPORTATION

Housing Provided: No

Community Housing Options:

Available: Yes

Description:

PLEASE SECURE HOUSING AS SOON AS YOU ARE HIRED. Housing must be secured prior to coming to the United States. Housing is very limited and the longer you wait to find housing the less opportunities you will have. PLEASE REACH OUT TO YOUR EMPLOYER FOR ASSISTANCE, WE WILL PROVIDE STRONG HOUSING LEADS. If you are traveling alone or with only a few in your group, please reach out to your employer and/or agent to help group students together for the same location and help locate housing and defray the cost. Please feel free to contact your employer to ask questions especially before you send money to anyone.

Minimum Average Cost Per Week: \$150

Maximum Average Cost Per Week: \$200

Transportation for Community Housing Description:

Bus, bike or walk. Distance will depend on your housing you previously secured.

Jolly Trolley Memorial Day through Labor Day 8am to 2am \$3 one way and \$5 round trip <https://www.jollytrolley.com/>

ARRIVAL INFORMATION

Arrival Instructions:

Please fly into Baltimore International Airport (BWI) or Philadelphia International Airport (PHL). Please contact your employer once you have secured your arrival details and email the specifics to Heather Fogarty heatherfogarty@thefreshmarket.net. Participants can utilize a local shuttle service such as E-Point at ocstudentcenter.com to Rehoboth Beach, DE and please plan to arrive at your previously secured housing and please not to the market. Communication is key.

Suggested Arrival Airport:

Baltimore International Airport, BWI, Over 50 miles

Philadelphia International Airport, PHL, Over 50 miles

Estimated cost of transportation to worksite from suggested airports: \$75 to \$100

If arriving after regular hours:

Suggested After-Hours Accommodation:

Hotel Ninety Five - JFK Airport
145-07 95th Avenue
Jamaica , New York 11435
<https://hotelninetyfive.com/>
718-291-4000
\$100 to \$150

TRAINING AND ONBOARDING

Pre-Arrival Onboarding: No

Social Security Number:

Require participants to apply for SSN before arrival at worksite: Yes

Details about how to apply for Social Security Number:

We will give you directions to the Lewes Social Security Administration location and direct you toward websites and organizations that offer shuttles there for discounted pricing such as E Point www.ocstudentcenter.com. Upon receipt of your Social Security Number, you are to supply this to your employer immediately.

Nearest SSA Office: Lewes , Delaware , Less than 25 miles

Other:

Wage Payment Schedule:

You will be paid every two weeks. Please note that the first check can take up to 3 weeks in order to get student situated in payroll. Please plan accordingly.

Meal Plan: Not available

Provide Certificates/Performance Evaluations: No

Hire in Groups: Yes

Maximum Group Size:

Grooming Requirements:

Facial hair: neat, clean & trimmed close to the face. Long hair pulled back & extreme hair colors. No loose/dangling jewelry/rings with large stones that may rip protective gloves. Piercings two earrings per ear max & cannot dangle no greater than 1/2-inch). Tongue, nose, eyebrow & ear plug are prohibited. Fingernail must be kept neat and trimmed: no longer than 1/2-inch beyond the tip of the finger. No acrylic nails, extreme nail polish colors, & nail appliques. Offensive tattoos must be covered

Second Job Availability: Yes, likely

Applicable Company Policies:

NO SMOKING ALLOWED IN OR AROUND THE STORE AT ANYTIME

COMMUNITY AMENITIES

Walking Distance from Worksite:

Food Market, Shopping Mall, Post Office, Bank, Restaurants, Fitness Center, Internet Cafe, Public Library

Walking Distance from Housing:

Food Market, Shopping Mall, Post Office, Bank, Restaurants, Fitness Center, Internet Cafe, Public Library

In Town, Requires Transportation:

Food Market, Shopping Mall, Post Office, Bank, Restaurants, Internet Cafe, Public Library