



## The Fresh Market - Produce/Floral 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:**

As a key member of the Produce department, the Produce Clerk assists our customers in choosing high quality produce and other various specialty items. Produce Clerks will be stocking produce onto the sales floor, prepping fruit and vegetables, making salad bowls and fruit bowls, chunking fruit, cleaning the surfaces that the food is being prepared on. Produce Clerks work in a fast paced, multitasked environment. Primary job duties include providing excellent customer service, packaging product, rotating product in the display case, keeping the department clean at all times, and answering customer questions regarding services and products offered. Responsible for

following all company, departmental and store policies and procedures:

Handling a variety of the department's fruits and vegetables throughout the day per specific customer requests and to maintain quality product levels all while ensuring outstanding customer service at the counter. Sampling product as needed.

Demonstrate the ability to be organized, to work independently and with the team to provide the highest quality shopping experience, all while maintaining the overall appearance of the department; ensuring cases are well-merchandised and properly signed to ensure the highest quality products and supplies are available to complete tasks efficiently. Follow approved procedures for packaging, rotating, and slicing.

Unloading and breaking down deliveries as needed; stocking cases and coolers with products; Maintaining proper product assortment, merchandising and product quality on the sales floor and following rotation standards when replenishing stock levels.

Follow and utilize the planograms, layouts, and schematics of the department as well as duties and assignments as directed by management.

Quality and safety duties include inspecting and storing products to ensure quality, following proper cleaning and sanitation procedures, operating equipment in a safe and focused manner while tracking date and rotation of product. Follow all company guidelines and procedures, to include but not limited to, safety and sanitation and preparation while providing overall exceptional service to ensure a positive and lasting customer impression. Prep area cleaning includes taking apart, washing, rinsing, and sanitizing all equipment, prep-tables, pans, and utensils, and washing floors, walls, coolers, and storage racks. Adhere to all local, state, and federal health and civil code regulations.

Addressing & greeting customers; answering questions in a friendly manner, proactively offering assistance & providing accurate & timely information, making product/ service recommendations & accommodating special requests.

Prioritizing requests & department activities while managing interruptions & attending to details to complete tasks within deadlines is a must.

Have knowledge of products used throughout the store & work across departments to provide & assist customers in finding complete meal solutions.

**Drug Test required:** No

## COMPENSATION

**Hourly Wage:** \$14.95

**Eligible for Tips:** No

**Estimated weekly wages including tips:** \$478

**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:*

*Responsible for moving or lifting an average of 5 – 20 pounds with a maximum weight lifted of 50 pounds occasionally Must be able to lift 40 pounds. Typical motions include repetitive hand and arm movements, repetitive grasping, bending and reaching*

*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 & highly knowledgeable about store items Must be attentive to guests and highly knowledgeable about store items in order to assist guests. 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. Ability to follow through on deliverables and meet objectives and deadlines Ability to take initiative and work independently Ability to perform in an intense, fast paced environment Work involves continuous interaction with customers and co-workers in a fast-paced environment Typical motions include repetitive hand and arm movements, repetitive grasping, bending and reaching Exposure to extreme temperatures (coolers, freezer, outdoors, etc.) The safe and proper handling of slicers, knives and other kitchen utensils and equipment*

**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:*

*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. also must be able to work in a cold back-room when prepping food. Produce 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. Be a team player, goal-oriented*

**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](http://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](mailto:heatherfogarty@thefreshmarket.net). Participants can utilize a local shuttle service such as E-Point at [ocstudentcenter.com](http://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](http://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*