C&S Family of Companies

SpartanNash

How We Recruit

What to expect when you apply to C&S family of companies or SpartanNash, and how to tell a real recruiter from a scammer.

Our promise to candidates

We verify our identity so you can verify ours
Every recruiter emails from an official company domain and can be confirmed on LinkedIn under the company's page. If you are unsure, ask, and we will call you from a published company number.

Most interviews happen in person
Store, distribution center and most hourly roles interview in person. Corporate and remote roles interview live on camera, and some include a brief identity-verification step. This applies the same way to every candidate in those roles.

No costs, ever
You will never be asked to pay for an application, interview, training, equipment or background check. If someone asks you for money in our name, it is not us.

We will never ask for any of the following

- Payment of any kind, including "processing" or "equipment" fees
- Bank account, routing, or debit card details
- Your Social Security number or a photo of your ID
- To cash a check and send any portion of it back or to a third party
- To purchase equipment or gift cards, or to download software from a link

After a verified offer, we collect tax, payroll, and background-check information only through our secure onboarding system and our background-check partner, never by text, chat app, or personal email.

Official domains and channels

Real communication from our Talent Acquisition team comes only from these sources. Check the part of the address after the @ sign carefully; scammers use look-alike spellings.

Channel	Official	Not us
Email	@cswg.com @es3.com @freshencounter.com @grocerssupply.com @martins-supermarkets.com @spartannash.com	Gmail, Yahoo, Outlook.com, or any address that adds words to our name such as careers, hr, or jobs

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Channel	Official	Not us
Job applications	careers.cswg.com careers.spartannash.com https://cswg.wd1.myworkdayjobs.com https://spartannash.wd1.myworkdayjobs.com	Any site that asks for payment or a Social Security number to apply
Text messages	Our hiring assistant texts from a published short code 32543 and always links back to an official domain	Texts from personal mobile numbers asking for information, money, or to download anything
Interviews	In person at the store, distribution center, or office; or by video (Google Meet, Microsoft Teams, RingCentral) from an invitation sent by an official email	Telegram, WhatsApp, Signal, chat apps, or text-message-only interviews
Offers	A written offer letter delivered through our secure onboarding system, followed by a call from your recruiter	Offers by text or chat app, or any offer without an interview

What a real hiring process looks like

1. **You apply on an official careers site.** You may receive a text or email from our hiring assistant to schedule next steps. It will always link back to an official domain.
2. **A recruiter contacts you from an official email.** They will introduce themselves by name and can be found on LinkedIn under the company page.
3. **You interview in person or live on camera.** Store, distribution center, and most hourly roles interview in person. Corporate and remote roles interview on video, and some include a brief identity-verification step and a short practical exercise. This is standard for every candidate in those roles.
4. **You receive a written offer.** Only after you accept do we begin background checks and collect payroll and tax information, and only through secure systems.
5. **Equipment ships to your verified address.** We ship only to the address on your identification, and we will never ask you to forward equipment to anyone else.

Think you've been contacted by a scammer?

Do not send money or personal information. Forward the message, including the sender's email address or phone number, to TAadmin@cswg.com. We review every report and will confirm whether the contact was real.

If you have already shared financial information or sent money, authorities recommend contacting your bank immediately and filing a report with a law enforcement agency such as the FBI's Internet Crime Complaint Center at ic3.gov.

Unsure whether an email or call is from us? Reply to the sender asking them to confirm through an official channel. A real recruiter will never object.

The C&S family of companies, including SpartanNash®, are equal opportunity employers. Our identity-verification steps apply uniformly to all candidates for the roles where they are required.