

LABORER/OPERATOR APPLICATION FOR EMPLOYMENT

NORTHWEST ASPHALT, INC
1451 STAGECOACH ROAD
SHAKOPEE, MN 55379

952-445-1003 phone 952-445-1056 fax

This employer requires a pre-employment physical and drug test

In compliance with Federal and State equal employment opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, marital status, or non job related disability.

Position Applied For _____	Date _____
Name _____	
Address _____	City _____ State _____ Zip _____
Home Phone # _____	Cell Phone _____

Have you worked for this company before? _____	Position Held _____
Dates _____	Reason for leaving _____
Are you now employed? _____ If not, how long since leaving last employment? _____	
Who referred you? _____	**** Please fill out where you heard about us**** How did you here about us? _____

Is there any reason you might be unable to perform the functions of the job which you have applied, as described in the job description?

If yes, please explain if you wish. _____

Do you have any construction related experience in the following fields:			
<input type="checkbox"/> Excavation	<input type="checkbox"/> Utilities	<input type="checkbox"/> Paving	<input type="checkbox"/> Other _____
Please list in brief detail your experience in the above related fields. _____ _____			
Construction Equipment Related Experience:			
<input type="checkbox"/> Skidsteers	<input type="checkbox"/> Backhoe	<input type="checkbox"/> Tandem-Axle	<input type="checkbox"/> Distributor/Fuel Truck
<input type="checkbox"/> Pavers	<input type="checkbox"/> Loader	<input type="checkbox"/> Tri-Axle	
<input type="checkbox"/> Graders	<input type="checkbox"/> Dozer	<input type="checkbox"/> Quad-Axle	
<input type="checkbox"/> Rollers	<input type="checkbox"/> Excavator	<input type="checkbox"/> Low Boy	

Employment History

Fill in completely (Begin with most present or last job)

Employer _____	Position _____	Reason for leaving _____	
Address _____	Brief description of job duties _____		
City, State, Zip _____	Contact Name _____	Phone Number _____	May we contact your previous employer _____
Start Date _____	End Date _____	Ending Wage _____	

Employer _____	Position _____	Reason for leaving _____	
Address _____	Brief description of job duties _____		
City, State, Zip _____	Contact Name _____	Phone Number _____	May we contact your previous employer _____
Start Date _____	End Date _____	Ending Wage _____	

Employer _____	Position _____	Reason for leaving _____	
Address _____	Brief description of job duties _____		
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Employer _____	Position _____	Reason for leaving _____	
Address _____	Brief description of job duties _____		
City, State, Zip _____	Contact Name _____	Phone Number _____	May we contact your previous employer _____
Start Date _____	End Date _____	Ending Wage _____	

REFERENCES

1	_____	_____	_____
	Name	Address and Phone Number	Years Known
2	_____	_____	_____
	Name	Address and Phone Number	Years Known
3	_____	_____	_____
	Name	Address and Phone Number	Years Known

By my signature below, I promise that the information provided in this employment application (and any related information provided by me) is true and complete, and I understand that any false or misleading information or significant omissions may disqualify me from further consideration for employment, and may lead to my dismissal from employment, if discovered at a later date, no matter how long I have been employed. I agree to immediately notify Northwest Asphalt, Inc. if I should be convicted or plead guilty to any crime while my job application is pending, or during my period of employment if hired by Northwest Asphalt, Inc. I authorize Northwest Asphalt, Inc. (the "Employer") to obtain and/or provide any and all information and opinion which the Employer elects to obtain, use or provide in connection with my application for employment and/or any employment with the Employer, prior to, during and after my employment. Such information and opinion may be sought from any and all prior employers (except as noted above), schools or other persons or organizations who may have information the Employer deems relevant in connection with my application for employment and during my employment, and may be provided by the Employer in response to any request for information and opinion concerning my employment or my separation from employment with the Employer, to any and all banks or mortgage companies, governmental agencies, insurers, prospective employers or other schools, persons or organizations deemed appropriate for receipt of such information by the Employer. I understand that the Employer may provide any and all information and opinion, which may include, but are not limited to, opinions about my conduct, performance, attendance, or any other aspect of my reputation or character, which may be positive or negative. I agree to hold the Employer (including its principals, employers, agents, consultants, attorneys, and insurers) and any such other employer, school, person or organization providing or receiving any such information and opinion, harmless and free of any and all claims or cause of action arising from any such provision or receipt of information and opinion, no matter what its character.

I UNDERSTAND THAT THIS APPLICATION DOES NOT CREATE A CONTRACT OF EMPLOYMENT. I UNDERSTAND THAT, IF HIRED, I AM OBLIGED TO COMPLY WITH ANY AND ALL CURRENT AND SUBSEQUENTLY ADOPTED NORTHWEST ASPHALT, INC. POLICIES, AND THAT NORTHWEST ASPHALT, INC. DOES NOT OFFER CONTRACTS, PROMISES OR REPRESENTATIONS RELATED TO EMPLOYMENT. I UNDERSTAND AND AGREE THAT, IF HIRE MY EMPLOYMENT IS FOR NO DEFINITE PERIOD OF TIME, AND MAY, REGARDLESS OF THE DATE OF PAYMENT OF WAGES OR SALARY, BE TERMINATED AT ANY TIME FOR ANY REASON, WITH OR WITHOUT NOTICE EXCEPT TO THE EXTENT A LABOR AGREEMENT MAY EXPRESSLY PROVIDE OTHERWISE. I UNDERSTAND THAT NO PERSONS IS AUTHORIZED TO CHANGE ANY OF THE TERMS MENTIONED IN THIS EMPLOYMENT APPLICATION

Date

Signature

Applicant Survey Form

Last Name

First Name

Middle Initial

Date

Position(s) for which you are applying

Please read carefully:

As an affirmative action employer, we must monitor our equal employment opportunity and affirmative action program, and report the results to the government agencies. Please help us gather this information by identifying your sex, race or ethnicity, and disability status on this form.

Providing this information is **completely voluntary**. If you choose not to provide some or all of this information, you will not be subject to any negative or adverse treatment.

The information you provide will be used **only** to monitor our compliance with equal opportunity laws and regulations and no other purpose. When we receive this form, we will immediately place it in a confidential file separate from your application. If you wish, you may mail this form to us in an envelope separate from the one that contains your application.

Race/Ethnicity- (Select one or more)

- _____ American Indian or Alaska Native: A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
- _____ Asian: A person origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- _____ Black or African American: A person having origins in any of the black racial groups of Africa.
- _____ Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- _____ Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- _____ White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Disability – Are you a person with a disability?

- _____ Yes
- _____ NO

Sex- Select one

- _____ Female
- _____ Male

NOTE *This form is not used for employment decisions. If you have a disability and need an accommodation so that you can perform the duties of the job for which you are applying, please notify us in some manner.