

INTERSTATE IMPROVEMENT

16871 Canby Avenue
P.O. Box 8
Faribault, MN 55021

Tel: 507.333.2677
Fax: 507.333.3901
contact@interstateimprovement.com

EMPLOYMENT APPLICATION

**PLEASE PRINT ALL
INFORMATION
REQUESTED EXCEPT
SIGNATURE**

Please mail completed application to:

P.O. Box 8,
Faribault, MN 55021
or fax application to:
(507) 333-3901

HIRING MANAGER USE:

Rate of Pay: _____
Union Benefits: _____

"An Equal Opportunity / Affirmative Action Employer"

PLEASE COMPLETE ALL PAGES.

DATE: _____

Name: _____
Last First Middle

Address: _____
Number Street City State Zip

Telephone (_____) _____ Mobile (_____) _____ Other (_____) _____

Referral source (please check all that apply): Advertisement _____ Friend _____ Relative _____ Walk-in _____ Internet _____
Union (Local #) _____ Other _____

Are you under age 18? YES NO

Are you currently authorized to work in the United States? YES NO (Proof of eligibility will be required if hired)

Position applied for (1) _____ and wage desired (2) _____. Experience _____ Years

If hired, on what date will you be able to start work? _____ Have you ever worked for us before? Yes No. If yes, when? _____

List any friends or relatives working for us. _____

Travel is a necessity in the general highway construction industry. As the job requires, are you willing to travel:

Up to 50 miles (one way)? Yes No Overnight travel, beyond 50 miles? Yes No

DO YOU HAVE A DRIVER'S LICENSE? YES NO

Driver's License #: _____ State Issued: _____ Operator Commercial (CDL)

Driver's License Expiration Date: _____ Medical Exam Card Expiration Date: _____
Medical Card required for all employees subject to driving company vehicles

Have you had any accidents during the past three years? Yes No How many? _____

Have you had any moving violations during the past three years? Yes No How many? _____

CHECK EQUIPMENT YOU CAN OPERATE – PROVIDE YEARS OF EXPERIENCE

Number Years Experience

Number Years Experience

	Bobcat		Concrete Saw	
	Backhoe		Concrete Diamond Grinder	
	Dump Truck		Curb & Gutter Machine	
	Power Screed		Air Compressor	
	Sandblaster		Pressure Washer	
	Jackhammer		Generator	
			Other	

EDUCATIONAL BACKGROUND

TYPE OF SCHOOL	NAME AND ADDRESS	COURSE OR MAJOR	GRADUATED?	YEARS ATTENDED
High School			<input type="checkbox"/> Yes <input type="checkbox"/> No	
College			<input type="checkbox"/> Yes <input type="checkbox"/> No	
Post Graduate			<input type="checkbox"/> Yes <input type="checkbox"/> No	
Business or Trade			<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other			<input type="checkbox"/> Yes <input type="checkbox"/> No	

REFERENCES Please list two references other than relatives:

Name: _____	Name: _____
Position: _____	Position: _____
Company: _____	Company: _____
Address: _____	Address: _____
_____	_____
Telephone: (____) _____	Telephone: (____) _____

PRIOR WORK HISTORY (List in order, most recent or present employer first.) Please give all of the information asked for, if known.

1.	Start Date:	Employer Name:	Position(s):	Beginning Pay Rate:	Supervisor Name:
	End Date:	City, State:		Ending Pay Rate:	Supervisor Title:
Description of Work:				Reason for Leaving:	
2.	Start Date:	Employer Name:	Position(s):	Beginning Pay Rate:	Supervisor Name:
	End Date:	City, State:		Ending Pay Rate:	Supervisor Title:
Description of Work:				Reason for Leaving:	
3.	Start Date:	Employer Name:	Position(s):	Beginning Pay Rate:	Supervisor Name:
	End Date:	City, State:		Ending Pay Rate:	Supervisor Title:
Description of Work:				Reason for Leaving:	

MILITARY SERVICE RECORD

Have you ever served in the Armed Forces? Yes No If "Yes", which branch? _____

Years of Service: _____ to _____ Job Specialization: _____

APPLICATION FORM WAIVER – Please read carefully and sign/date below

In exchange for the consideration of my job application by INTERSTATE IMPROVEMENT, INC., I agree that:

1. Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefits plans, policy statements, and the like as they may exist from time to time, or other Company practices, shall serve to create an actual or implied contract of employment;
2. Or to confer any right to remain an employee of INTERSTATE IMPROVEMENT, INC. or otherwise to change in any respect the employment at will relationship between it and the undersigned, and
3. That relationship cannot be altered except by a written instrument signed by the Owner / Managing Member of the INTERSTATE IMPROVEMENT, INC.
4. Both the undersigned and INTERSTATE IMPROVEMENT, INC. may end the employment relationship at any time without any specific reason.
5. If employed, I understand that INTERSTATE IMPROVEMENT, INC. may unilateral change or revise their benefits, policies and procedures and such change may include reduction in benefits.
6. I authorize investigation of all statements contained in this application.
7. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice.
8. I hereby give INTERSTATE IMPROVEMENT, INC. permission to contact schools, all previous employers (unless otherwise indicated) references and others and hereby release INTERSTATE IMPROVEMENT, INC. from any liability as a result of such contact.
9. I understand that in connection with the routine processing of my employment application, INTERSTATE IMPROVEMENT, INC. may request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristic, and mode of living.
10. Upon my written request, INTERSTATE IMPROVEMENT, INC. will provide me with additional information concerning the nature and scope of any such report requested by it as required by the Fair Credit Report Act.
11. I further understand that my employment with INTERSTATE IMPROVEMENT, INC. shall be probationary for a period of ninety (90) days, and further that at any time during the probationary period or thereafter, my employment relationship with INTERSTATE IMPROVEMENT, INC. is terminable at will for any reason by either party.
12. If INTERSTATE IMPROVEMENT, INC. pays my personal expenses on my behalf, I will reimburse the Company via payroll deduction.
13. I understand that I am required to possess a direct deposit banking account to receive my wages. If I should start working without a direct deposit banking account, I understand that payment of wages may be delayed.
14. I understand that I am required to carry a valid driver's license and unexpired medical card while operating any company-owned vehicle, whether on or off the jobsite.
15. I understand that I am obligated to complete and submit all required new hire paperwork prior to commencing work. If required paperwork is not submitted upon hire and throughout my ongoing course of employment, INTERSTATE IMPROVEMENT, INC. has the right to withhold payment of wages and suspend and/or terminate my employment.
16. I understand that I must abide by the rules and provisions of the substance abuse program mandated by INTERSTATE IMPROVEMENT, INC., which may include pre-employment, reasonable suspicion, post-incident, and random drug and/or alcohol testing.
17. I understand the EEO Policy of INTERSTATE IMPROVEMENT, INC. and agree to abide by the terms set within. I understand that I shall not engage in any discriminatory behavior. I also understand the procedure for reporting instances of such behavior to management. INTERSTATE IMPROVEMENT, INC. encourages the recruitment of females and minorities. ***INTERSTATE IMPROVEMENT, INC. is an Equal Opportunity / Affirmative Action employer.***

Signature of Applicant _____ Date _____