

NORTH COUNTRY CONTRACTING, LLC

APPLICATION FOR EMPLOYMENT

North Country Contracting is an equal employment opportunity employer and will not discriminate against any applicant or employee on any grounds protected under federal, state, or local law, including race, color, religion, age, sex, sexual orientation, national origin, ancestry, marital status, handicap, disability related to pregnancy or childbirth, membership or activity in any labor organization, or any other characteristic protected under federal, state or local law. None of the questions in this application are intended to elicit information regarding any protected characteristics, nor imply any limitation preference or discrimination based protected characteristics.

If you are hired by North Country Contracting, you will be employed on an at-will basis. As an at-will employee, you may terminate your employment at any time and for any reason. Similarly, if you are hired, North Country Contracting will have the right to terminate your employment at any time and for any reason.

NAME

POSITION

DATE

NAME: _____ SOCIAL SECURITY _____ DOB ____/____/____
 LAST FIRST MI

PRESENT ADDRESS: _____
 STREET OR PO BOX CITY ST ZIP

PERMANENT ADDRESS: _____
 STREET OR PO BOX CITY ST ZIP

HOME PHONE NO.: _____ MESSAGE PHONE NO.: _____

POSITION APPLYING FOR: _____ DATE AVAILABLE: _____

SALARY EXPECTED: _____ HOURS AVAILABLE: _____
 Full-Time: ____ Part-time: ____ Temporary: ____ Seasonal: ____

If hired, can you furnish proof that you are 18 years of age or older? Yes ____ No ____

If no, please explain: _____

If hired, can you furnish proof that you are eligible to work in the United States? Yes ____ No ____

If no, please explain: _____

Have you applied/worked (please circle one) for North Country Contracting before? Yes ____ No ____

If yes, where and when? _____

Do you have a CDL license? Yes ____ No ____ If yes, which class? ____ If yes, please ask for and complete a driver application. If no, are you willing to get? ____ Yes ____ No

Do you have a drivers license? Yes ____ No ____

Equipment Operated? _____

Education	Name and Location of School	No. of Years	Did you Graduate	Major
High School				
College				
Trade				
Additional				

Have you served in the military? ____ If yes, which branch? _____ Rank _____

Briefly describe your military duties if any may be related to position applied for: _____

Present membership in the National Guard or Reserves? _____

List employers during the last ten (10) years, with your present employer first. If more space is needed, please use additional pages and attach.

EMPLOYER NAME ADDRESS & PHONE	POSITION & FINAL PAY RATE	SUPERVISORS NAME AND TITLE	DATES OF EMPLOYMENT
<u>Company:</u> <u>Address:</u> <u>Phone</u>	<u>Position:</u> <u>Duties:</u> <u>Circle: FT/PT</u> <u>Wage:</u>	<u>Name:</u> <u>Title:</u>	<u>From:</u> <u>To:</u> <u>Reason for leaving:</u> <u>Can we Contact?</u>
<u>Company:</u> <u>Address:</u> <u>Phone</u>	<u>Position:</u> <u>Duties:</u> <u>Circle: FT/PT</u> <u>Wage:</u>	<u>Name:</u> <u>Title:</u>	<u>From:</u> <u>To:</u> <u>Reason for leaving:</u> <u>Can we Contact:</u>
<u>Company:</u> <u>Address:</u> <u>Phone</u>	<u>Position:</u> <u>Duties:</u> <u>Circle: FT/PT</u> <u>Wage:</u>	<u>Name:</u> <u>Title:</u>	<u>From:</u> <u>To:</u> <u>Reason for leaving:</u> <u>Can we Contact:</u>

REFERENCES: Give the names of three people NOT related to you, whom you have known at least one year.

INDIVIDUAL'S NAME	PHONE	COMPLETE ADDRESS	OCCUPATION	YEARS KNOWN

Applications for employment in certain positions are required to submit for post-offer medical examinations to determine if they are able to perform the essential functions of the position. Are you prepared to do so? Yes No

Are you available for overtime work in the evening and on weekends as may be required? Yes No

If no, please explain: _____

Are you willing to work out of town? Yes No

North Country Contracting has policies on sexual harassment and equal employment opportunity, policies which require employees to perform all assigned work and mandatory overtime, policies requiring wage or salary deduction authorizations by employees for employer property, debts or monies not returned or repaid, an at-will employment policy, solicitation and distribution policies requiring employees to observe all standards of conduct, policies and work rules of North Country Contracting.

Do you agree, if hired, to comply with these and all other current or subsequently adopted North Country Contracting policies?
 Yes No

Have you ever had a criminal conviction? Yes No

If yes, please explain: _____
Conviction of a crime is not an automatic bar to employment. All circumstances will be considered.

ACKNOWLEDGMENT: PLEASE READ AND SIGN (If you agree)

I certify that I have read and understood all of this employment application. It is agreed that North Country Contracting or agents of said company may investigate my background to ascertain any and all information of concern to my employment history, whether same is of record or not, and I release employers and other persons named herein from all liability for any damages on account of furnishing such information. I understand as an applicant for a position with North Country Contracting, I may be asked to demonstrate that I am capable of performing tasks which are pertinent to the job. I also understand that if offered a job, it may be conditioned on the result of a physical examination and/or drug test.

I further certify that I am a genuine applicant for employment and this application is being submitted solely for the purpose of seeking employment with North Country Contracting and for no other reason.

It is also agreed and understood that under the Fair Credit and Reporting Act, Public Law 91-508, I am aware that this investigation may include an investigative Consumer Report, including information regarding my character, general reputation, personal characteristics, and mode of living.

I understand that misrepresentation or omission of information or facts may result in my rejection or dismissal.

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 NORTH COUNTRY CONTRACTING POLICIES, AND THAT OPP CONSTRUCTION DOES NOT OFFER CONTRACTS, PROMISES OR REPRESENTATIONS RELATED TO EMPLOYMENT. I UNDERSTAND AND AGREE THAT, IF HIRED, 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.

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

APPLICANTS SIGNATURE _____

DATE: _____