

## SEASONAL SNOWPLOW DRIVER

Careful and thoughtful completion of this application is an important step in our consideration of individuals for employment. Please complete the entire application. Print in ink. Ask for an extra piece of paper if you need to clarify any responses. Your application must also specify the position for which you are applying. Stating that you will do "anything" is indefinite and may result in your application not being accepted by the employer. Your application will be considered for six months.

<b>TODAY'S DATE:</b> _____		<b>TIME:</b> _____	
<b>NAME:</b>			
(Last) _____		(First) _____	(Middle) _____
<b>SOCIAL SECURITY #*:</b> _____	<b>DATE OF BIRTH*:</b> _____	<b>TELEPHONE #:</b> ( ) _____	
<b>CURRENT ADDRESS:</b> _____		<b>DATES OF RESIDENCY:</b> _____	
<b>ALL OTHER ADDRESSES DURING THE LAST 3 YEARS*c:</b>			
<u>PREVIOUS ADDRESSES</u>		<u>DATES OF RESIDENCY</u>	
_____		_____	
_____		_____	
<b>Job(s) Applied For:</b>		<b>Rate of Pay Expected:</b>	
1. _____		\$ _____ per _____	
2. _____		\$ _____ per _____	
<b>Do you want to work:</b> <input type="checkbox"/> FULL-TIME <input type="checkbox"/> PART-TIME <input type="checkbox"/> SEASONAL			
<b>If applying for other than full-time, what days and hours?</b> _____			
<b>Have you ever applied for work with us before?</b>			
<input type="checkbox"/> YES <input type="checkbox"/> NO    If yes, when? _____			
<b>List anyone you know who works for us:</b>			
1. _____			
2. _____			
3. _____			
4. _____			
5. _____			
* Required by 49 C.F.R. §391.21(b)(2).			
<b>Do you have any skills, qualifications or experience which you feel especially fits you for work with us?</b>			
1. _____			

2. \_\_\_\_\_  
 3. \_\_\_\_\_

**U.S. ARMED FORCES SERVICE?**     YES     NO  
**Branch:** \_\_\_\_\_ **Duties:** \_\_\_\_\_  
**Rank at time of enlistment:** \_\_\_\_\_  
**Rank at time of discharge:** \_\_\_\_\_  
**Were you dishonorably discharged?**    YES     NO    **If yes, explain:** \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Are you able to do the job for which you are applying?:**    YES     NO    **If no, please explain:** \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Have you ever been convicted of a crime?:**     YES     NO    **If yes, explain when, where, and the nature of the offense:** \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
*(Conviction of a crime will not be an automatic bar to employment.)*

**Are you authorized to work in the United States?:**     YES     NO

**If hired, when can you start?** \_\_\_\_\_

EDUCATION			
SCHOOL	NAME OF SCHOOL CITY, STATE	HIGHEST GRADE COMPLETED/ DEGREE OBTAINED	COURSE OF STUDY
GRAMMAR			
HIGH SCHOOL			
COLLEGE			
OTHER			

**PRIOR WORK EXPERIENCE**

**\* NOTICE TO APPLICANT\***

The information you provide in response to this question may be used, and your prior employers may be contacted, for the purpose of investigating your background as required by State and/or Federal Motor Carrier Safety Regulations. You are hereby notified that you have the following rights regarding the investigative information that will be provided to us pursuant to 49 CFR 391.23 (d) and (e):

- 1) The right to review information provided by previous employers;
- 2) The right to have errors in the information corrected by the previous employer and for that previous employer to re-send the corrected information to the prospective employer;
- 3) The right to have a rebuttal statement attached to the alleged erroneous information, if the previous employer and the driver cannot agree on the accuracy of the information.

**I HAVE READ AND UNDERSTAND THESE RIGHTS.**

Applicant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please list the names and addresses of your employers during the last 10 years, together with the dates of employment and the reasons for leaving such employment:

**Last Employer**

Name:	Dates of Employment:
Address:	Supervisor's Name:
	Phone Number:
Applicant was subject to FMCSRs while employed by above employer?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Job was designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as required by 49 CFR Part 40?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for leaving:	

**Second to Last Employer**

Name:	Dates of Employment:
Address:	Supervisor's Name:
	Phone Number:
Applicant was subject to FMCSRs while employed by above employer?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Job was designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as required by 49 CFR Part 40?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for leaving:	

**Third to Last Employer**

Name:	Dates of Employment:
Address:	Supervisor's Name:
	Phone Number:
Applicant was subject to FMCSRs while employed by above employer?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Job was designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as required by 49 CFR Part 40?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for leaving:	

**Fourth to Last Employer**

Name:	Dates of Employment:
Address:	Supervisor's Name:
	Phone Number:
Applicant was subject to FMCSRs while employed by above employer?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Job was designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as required by 49 CFR Part 40?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for leaving:	

**Fifth to Last Employer**

Name:	Dates of Employment:
Address:	Supervisor's Name:
	Phone Number:
Applicant was subject to FMCSRs while employed by above employer?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Job was designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as required by 49 CFR Part 40?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for leaving:	

**Sixth to Last Employer**

Name:	Dates of Employment:
Address:	Supervisor's Name:
	Phone Number:
Applicant was subject to FMCSRs while employed by above employer?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Job was designated as safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing as required by 49 CFR Part 40?	<input type="checkbox"/> Yes <input type="checkbox"/> No

***\*\*Attach additional pages as may be necessary to include all previous employers.***

**DRIVER INFORMATION**

List the issuing State, number, and expiration date of each commercial motor vehicle operator's license or permit you have held during the last three (3) years:

<u>State</u>	<u>Number</u>	<u>Expiration Date</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____

List all violations of motor vehicle laws or ordinances (other than violations involving only parking) of which you were convicted or forfeited bond or collateral during the last three (3) years:

<u>Date</u>	<u>Description</u>
_____	_____
_____	_____
_____	_____

List all motor vehicle accidents in which you were involved during the last three (3) years, specifying the date and nature of each accident and any fatalities or personal injuries it caused:

<u>Date</u>	<u>Description</u>	<u>Fatalities or Personal Injuries</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____

Please describe the nature and extent of your experience in the operation of motor vehicles, including the type of equipment (such as snowplows, wing plows, graders, loaders, dozers, buses, trucks, truck tractors, semi-trailers, full trailers, pole trailers, etc.) which you have operated:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Have you ever been disqualified under the Federal Motor Carrier Safety Regulations?

YES       NO

Have you ever been convicted of driving while under the influence of alcohol, a narcotic drug, amphetamines or methamphetamines or derivatives thereof?

YES       NO

Have you ever tested positive, or refused to test, on any pre-employment drug test administered by an employer to which you applied for, but did not obtain, safety-sensitive work covered by DOT drug and alcohol testing rules?

YES       NO

Have you experienced the denial, revocation, or suspension of any license, permit or privilege to operate a motor vehicle that has been issued to you?

YES       NO

If "yes" to any of the above, please set forth in detail all facts and circumstances:

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<b><u>BUSINESS REFERENCES</u></b>		
<b>NAME</b>	<b>ADDRESS/TELEPHONE NUMBER</b>	<b>OCCUPATION</b>

## APPLICANT'S CERTIFICATION AND AGREEMENT

PLEASE READ CAREFULLY:

1. Certification of Truthfulness. I certify that all statements on this Application for Employment are made truthfully and without evasion, and further understand and agree that such statements may be investigated and if found to be false will be sufficient reason for not being employed or if employed will result in my dismissal.
2. Authorization for Employment / Educational Information. I authorize the references listed in the Application for Employment, and any prior employer, educational institution, or any other persons or organizations to give the Manistee County Road Commission any and all information, or any other pertinent information, they may have, personal or otherwise, and release all parties from all liability for any damage that may result from furnishing any lawful information to the Manistee County Road Commission. I hereby waive written notice that employment information is being provided by any person or organization.
3. Employment at Will. If I am hired, in consideration of my employment, I agree to abide by the rules and policies of Manistee County Road Commission, including any change made from time to time, and agree that, subject to the provisions of any written agreement to the contrary, my employment and compensation can be terminated with or without cause, and with or without notice, at any time, at the option of either the Manistee County Road Commission or myself. I understand that no manager or other representative of the Manistee County Road Commission, other than the Manager, has any authority to enter into any agreement for employment for any specific or indefinite period of time, or to make any agreement contrary to the foregoing. Any such agreement made by the Manager must be made in writing to be effective.
4. Authorization to Work. If I am selected for hire, I will be offered employment provided I verify that I am authorized to work as required by the Immigration Reform and Control Act of 1986.
5. Need for Accommodation. If I am a person with a disability who requires an accommodation to perform the job, I must notify the Manistee County Road Commission of that need within 182 days after I knew or reasonably should have known that an accommodation was needed. Failure to do so will bar me under state but not federal law from alleging that the Manistee County Road Commission has not accommodated me as required by law.
6. Criminal Records Check. I agree to execute an authorization for the Manistee County Road Commission to secure criminal conviction history from the appropriate law enforcement agency should the Manistee County Road Commission determine it is necessary to do so.
7. Release of Medical Information. I authorize every medical doctor, physician or other healthcare provider to provide any and all information, including but not limited to, all medical reports, laboratory reports, x-rays or clinical abstracts relating to my previous health history or employment in connection with any examination, consultation, test or evaluation. I hereby release every medical doctor, healthcare personnel and every other person, firm, officer, corporation, association, organization or

institute which shall comply with the authorization or request made in this respect from any and all liability. I understand that this release will not be sent to my physician or other healthcare provider until a job offer has been made.

8. Physical Exam and Drug and Alcohol Testing. I agree that if a job offer is made to me I will, before commencing employment, take a physical exam and authorize the Manistee County Road Commission or its designated agent(s) to withdraw specimen(s) of my blood, urine or hair for chemical analysis. One purpose of this analysis is to determine or exclude the presence of alcohol, drugs or other substances. I understand the decisions concerning my employment will be made as a result of this test. I further authorize any physician or entity conducting such testing to release the results of such testing to the Manistee County Road Commission.

9. Psychological / Physical Testing. If offered employment, I agree to submit to any psychological or physical testing which may be necessary to determine my ability to perform the job for which I am being considered. I further authorize any physician or entity conducting such medical examination to release the results of such examination to the Manistee County Road Commission.

10. Driving Record Check. If applying for a position that requires driving a Manistee County Road Commission vehicle, I authorize the Manistee County Road Commission and its agents the authority to make investigations and inquiries of my driving record.

11. Fringe Benefits. In accepting employment with the Manistee County Road Commission, I agree to accept all fringe benefits when eligible as provided now or in the future. I understand that it is my responsibility to provide documentation for verification of eligibility for fringe benefits as well as information regarding mailing address, telephone numbers or contact arrangements, withholding exemptions and dependent information. The Manistee County Road Commission shall rely on the most recent information for all purposes.

12. Credit Report. I understand that the Manistee County Road Commission or its agents may make an investigative inquiry whereby information is obtained through interviews with my neighbors, friends and others with whom I am acquainted. This inquiry includes information as to my character, general reputation, personal characteristics and mode of living. I understand that I have the right to make a written request within a reasonable period of time to receive additional detailed information about the nature and scope of the investigation.

13. Consideration of Employment. I understand that my Application will be considered pursuant to the Manistee County Road Commission's normal procedures for a period OF SIX MONTHS. IF I AM STILL INTERESTED IN EMPLOYMENT THEREAFTER, I MUST REAPPLY.

14. Limitation of Action. I agree that I shall not commence any action or other legal proceeding relating to my employment or the termination thereof more than six (6) months after the event complained of, and I voluntarily waive any statute of limitations to the contrary.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_