



VAN'S WASTE, INC.



N2061 VANDENBROEK RD, KAUKAUNA, WI 54130

DRIVER'S APPLICATION FOR EMPLOYMENT

(Answer all questions – Please Print)

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.

Date of Application ____ / ____ / ____

Name: _____ Social Security #: _____
Last First Middle

Address: _____
Street City

State Zip Code Phone

Address For Past Three Years? Street City State, Zip How Long?

Street City State, Zip How Long?

Do you have the legal right to work in the United States? _____ Date of Birth _____

Can you provide proof of age? _____ Have you worked for this company before? _____

If yes, where? _____ Dates: From _____ To _____

Rate of Pay? _____ Position you held? _____

Reason for leaving? _____

Are you now employed? _____ If not, how long since last employment? _____

Who referred you? _____ Rate of pay expected: _____

Is there any reason you might know of that might inhibit you from performing the tasks related to the position for which you have applied for? _____

If yes, please explain based on what you understand those tasks are. If you need additional space for your response, please attach a supplemental document: _____

Notice to Applicant: Before you continue in filling out the remainder of this application, we must inform you that the information you have provided so far, and any and all information you are about to disclose, in accordance with 49 CFR Part 391.21(b)(10) of the Federal Motor Carrier Safety Regulations (FMCSRs), may be used and your previous employers "will be" contacted for the purpose of investigating your safety performance history as required by 391.23(d) and 391.23(e) of the FMCSRs. If it has not already been provided for you, please ask for a written copy of your "due process rights" regarding any and all information obtained during the processing of your history as specified in 391.23(l).

EMPLOYMENT HISTORY

All driver applicants to drive in interstate commerce must provide the following information on all employers during the preceding 3 years.

Applicants to drive a commercial motor vehicle* in intrastate or interstate commerce shall also provide an additional 7 years information on the employers for whom the applicant operated such vehicle.

Note: List employers in reverse order, starting with the most recent. Add another sheet if necessary.

Name	From Mo. Yr.	To Mo. Yr.
Address	Position Held	
City State Zip	Salary/Wage	
Contact Phone	Reason for Leaving	
Were you subject to the FMCSRs in this position while employed by this previous employer? <input type="checkbox"/> Yes <input type="checkbox"/> No §391.21(b)(10)(iv)(A)	Was this position designated as a safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing? <input type="checkbox"/> Yes <input type="checkbox"/> No §391.21(b)(10)(iv)(B)	

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* Includes vehicles having a GVWR of 26,001 lbs. or more, vehicles designed to transport 15 or more passengers, or any size vehicle used to transport hazardous materials in a quantity requiring placarding.

EXPERIENCE AND QUALIFICATIONS - OTHER

Accident record for past three (3) years or more. Attach sheet if more space is needed.

Dates	Nature of Accident	Fatalities	Injuries
Last Accident			
Next Previous			

Traffic convictions for the past three (3) years (other than parking violations).

Location	Date	Charge	Penalty

(Attach a sheet if more space is needed).

EDUCATION

Circle highest grade completed: 1 2 3 4 5 6 7 8 High School: 1 2 3 4 College: 1 2 3 4

Last School Attended: _____
Name City, State

EXPERIENCE AND QUALIFICATIONS – DRIVER

Driver Licenses	State	License #	Type	Expiration Date

- A. Have you ever been denied a license, permit, or privilege to operate a motor vehicle? Yes ___ No ___
- B. Has any license, permit, or privilege ever been suspended or revoked? Yes ___ No ___

(If the answer to any of the above is yes, attach statement giving details)

Driving Experience (if none, write NONE)

Class of Equipment	Type of Equipment (Van, Tank, Flat, Etc.)	Date		Approx. No. of Miles (Total)
		From	To	
Straight Truck				
Tractor-Trailer				
Doubles/Triples				
Other				

List states you operated in for the last five years _____

Show special courses or training that will help you as a driver _____

Which safe driving awards do you hold and from whom _____

Show any trucking, transportation, or other experience that may help in your work for this company

List courses and training other than that shown elsewhere in this application.

List special equipment or technical materials you can work with (other than those already shown).

TO BE READ AND SIGNED BY APPLICANT

Sec. 40.25(j): As the employer, you must also ask the employee whether he or she has tested positive or refused to test, on any pre-employment drug or alcohol test administered by an employer to which the employee applied for, but did not obtain, safety sensitive transportation work covered by DOT agency drug and alcohol testing rules during the past two years. If the employee admits that he or she had a positive test or a refusal to test, you must not use the employee to perform safety sensitive functions for you until and unless the employee documents successful completion of the return-to-duty process. (see Sec. 40.25(b)(5) and (e)).

The prospective employee is required by Sec. 40.25(j) to respond to the following questions.

- 1. Have you ever tested positive or refused to test, on any pre-employment drug or alcohol test administered by an employer to which you applied for, but did not obtain, safety sensitive transportation work covered by DOT agency drug and alcohol testing rules during the past two years?**

Check one: Yes _____ No _____

- 2. If you answered yes, can you provide/obtain proof that you have successfully completed the DOT return-to-duty requirements?**

Check one: Yes _____ No _____

This certifies that I completed this application, and that all entries and information documented by me are true and complete to the best of my knowledge. **By my signature heretofore, I acknowledge having been given by this carrier which has presented me with this application, a statement of my right to due process as outlined by all parts of 49 CFR Part 391.23 of the Federal Motor Carrier Safety Regulations effective October 29, 2004.** Having made this acknowledgment, I therefore authorize you to make such previous employment and background investigations and inquiries of my personal, employment, financial or medical history and other related matters as may be necessary to arrive at a possible employment decision. (Generally, inquiries regarding medical history will be made only if and after a conditional offer of employment has been extended). I understand that false or misleading information given in my application or interviews may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the company.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

Date

Applicant's Signature

VAN'S WASTE, INC

MOTOR VEHICLE RECORD RELEASE AND AUTHORIZATION FORM

The undersigned does hereby authorized the release and delivery of all motor vehicle driving records relating to the undersigned, including but not limited to personal information, to my prospective or present employer and its insurance company, whose names and addresses are as follows:

EMPLOYER

Van's Waste, Inc.
N2061 Vandebroek Rd
Kaukauna, WI 54130
(920) 687 2631

INSURANCE COMPANY

West Bend Mutual
Bin 422
Milwaukee, WI 53288-0432
(800) 573 1323

This authorization shall continue in effect until revoked by the undersigned in a subsequent writing delivered to
VAN'S WASTE, INC.

PRINTED NAME: _____ SS# _____

SIGNATURE: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

DRIVERS LICENSE#: _____ STATE: _____