

PART 1

Application for Employment

DEKATHERM, INC.



APPLICATION FOR EMPLOYMENT

Please **TYPE** or **PRINT** clearly. To be considered for employment, this *Application for Employment Form* must be completed and signed personally by the applicant. Each question must be answered in full, even if a resume is provided. If an answer is NO or NOT APPLICABLE, indicate such.

We are an **Equal Opportunity Employer**. We consider all applications for all positions without regard to race, color, religion, gender, national origin, age, sexual orientation, genetic predisposition or carrier status, disability, marital status, pregnancy, veteran status, or any other legally protected class or status.

Please notify a company representative if you require a reasonable accommodation to participate in the application and/or interviewing process.

BIOGRAPHICAL DATA	Name (First, Middle, Last)		Telephone Number ()	
	Street Address		Social Security Number	
	City		State	Zip Code
	Position Applied For		Salary or Hourly Wage Desired	
	Are you Available to Work <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary (check all that apply) <input type="checkbox"/> Day <input type="checkbox"/> Evening <input type="checkbox"/> Nights		Date Available to Start Work	
	Are you 18 years of age or older?			<input type="checkbox"/> Yes <input type="checkbox"/> No
	Are you currently employed? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, may we contact your employer to obtain employment information?			<input type="checkbox"/> Yes <input type="checkbox"/> No
	Have you ever submitted an application and/or interviewed for employment with our company? If yes, give month and year ___/___/___			<input type="checkbox"/> Yes <input type="checkbox"/> No
	Have you ever been employed with our company before? If yes, give dates From ___/___/___ to ___/___/___			<input type="checkbox"/> Yes <input type="checkbox"/> No
	Are you legally eligible for employment in the United States? <i>Employment eligibility will be verified upon employment.</i>			<input type="checkbox"/> Yes <input type="checkbox"/> No
If you have received a copy of the job description for the position for which you are applying, can you perform the essential functions of this job with or without reasonable accommodation? (Check either: Yes, No, or N/A (I have not been provided a copy of the job description))			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	

EDUCATIONAL BACKGROUND	Type of School Attended	Name and Location of School		# of Years Completed	Course of Study/Major	Diploma or Degree Obtained	GPA
	High School						
	College						
	Dates Attended	From	To				
	Other						

SKILLS	List any additional skills, training, and/or technical/professional knowledge that is relevant to the job for which you are applying:	List any certificates, licenses, or professional achievements that would support your qualifications for employment:
	Drivers' License Identification Number: _____ State _____ (Provide your driver's license ID number only if it is a requirement of the position for which you are applying)	



APPLICATION FOR EMPLOYMENT FORM ADDENDUM FOR POSITIONS THAT REQUIRE DRIVING A COMMERCIAL MOTOR VEHICLE

(Only complete this form if you are applying for a position requiring a commercial driver license)
 All applicants for positions requiring the operation of a commercial motor vehicle must complete the following information. A 'commercial motor vehicle' includes vehicles with a gross vehicle weight rating (GVWR) of more than 26,000 pounds; drivers of vehicles designed to transport 16 or more passengers, including the driver; and drivers of vehicles used to transport hazardous materials, regardless of whether the vehicles operate interstate or intrastate.

DRIVER LICENSES	STATE	LICENSE NUMBER	TYPE	EXPIRATION DATE

- 1) Have you ever been denied a license, permit or privilege to operate a motor vehicle? Yes No
- 2) Has any license, permit or privilege ever been suspended or revoked? Yes No

If the answer to questions (1) or (2) is 'yes', please provide details:

List states operated in for last five years:

DRIVING EXPERIENCE – IF NONE, WRITE 'NONE'

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (VAN, TANK, FLAT, ETC.)	DATES OPERATED (FROM / TO)	APPROXIMATE NUMBER OF MILES DRIVEN
Straight Truck			
Tractor and/or Semi-Trailer			
Tractor – Two Trailers			
Motor coach and/or School Bus			
Other			

List any relevant courses or training completed as a driver:

List any trucking, transportation or other experience that you feel would support your application:

ACCIDENT AND TRAFFIC CONVICTIONS RECORD - LIST ALL ACCIDENTS FOR PAST THREE YEARS - IF NONE, WRITE 'NONE'

DATES	NATURE OF ACCIDENT (HEAD-ON, REAR-END, UPSET, ETC.)	FATALITIES	INJURIES

LIST ALL TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST THREE YEARS (OTHER THAN PARKING VIOLATIONS) – IF NONE, WRITE 'NONE'

LOCATION	DATE	CHARGE	PENALTY

Applicant Signature

Date

EMPLOYMENT HISTORY Provide employment information, including military service, for the last 15 years, starting with the most recent employer first. If you've held more than three jobs, provide this information on another sheet and attach to this form.

Name of Employer		Telephone Number ()	
Address	Street	City	State Zip Code
Employment Dates (Month/Year) From ____/____/____ to ____/____/____		Starting Hourly Wage/Salary	Final Hourly Wage/Salary
Job Title of Position(s)		Name and Job Title of Supervisor	
Brief description of job duties, responsibilities and significant accomplishments:		Did you drive vehicle requiring CDL? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Reason for leaving			

Name of Employer		Telephone Number ()	
Address	Street	City	State Zip Code
Employment Dates (Month/Year) From ____/____/____ to ____/____/____		Starting Hourly Wage/Salary	Final Hourly Wage/Salary
Job Title of Position(s)		Name and Job Title of Supervisor	
Brief description of job duties, responsibilities and significant accomplishments		Did you drive vehicle requiring CDL? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Reason for leaving			

Name of Employer		Telephone Number ()	
Address	Street	City	State Zip Code
Employment Dates (Month/Year) From ____/____/____ to ____/____/____		Starting Hourly Wage/Salary	Final Hourly Wage/Salary
Job Title of Position(s)		Name and Job Title of Supervisor	
Brief description of job duties, responsibilities and significant accomplishments		Did you drive vehicle requiring CDL? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Reason for leaving			

REFERENCES List three references other than relatives or former supervisors

Name/Occupation	Address	Telephone #	Years Known
1.			
2.			
3.			

CONVICTION RECORD STATUS

All applicants and employees must, as a condition of employment, inform the company of all convictions. This includes all convictions received within the past seven years, while your application for employment is pending, and within seven days of receiving a conviction if currently employed.

Have you ever been convicted of, and/or plead guilty to, a felony or misdemeanor in the past seven years? Yes No

If you answered 'yes' and have been convicted of a felony or misdemeanor, please provide additional information such as the crime(s), date(s), court location, sentencing information, disposition of sentence, and rehabilitation completed. Please note that a 'yes' answer to this question does not necessarily disqualify an applicant from employment. Factors that will be taken into account include the nature of the conviction as it relates to the job applied for, the amount of time that has elapsed since the conviction and/or completion of sentence, and the seriousness of the offense. The company reserves the right to reject individuals for employment based on job-related convictions.

Date of Offense	County and State in which Offense Occurred	Conviction/Explanation	Rehabilitation Completed

PLEASE READ CAREFULLY AND SIGN BELOW

I hereby certify that all of the information I have provided on this *Application for Employment Form* is accurate and complete to the best of my knowledge. I understand that any misrepresentation or omission of facts will disqualify me from further consideration of employment, withdrawal of any offer of employment, or termination of employment, if hired.

I authorize verification of all of the information I have provided on this *Application for Employment Form* as well as any additional information needed to consider my application for employment. I authorize all previous employers, educational institutions, references, and other persons who have knowledge of me or my records to provide any and all information pertinent to my employment and release the same from any liability resulting from providing such information. I also release this organization and all of its employees from all liability for any damage that may result from reliance on the information furnished.

After a conditional offer of employment, I understand that a pre-employment medical examination may be required and must be passed to the company's satisfaction before starting work.

The company is committed to providing a drug and alcohol-free workplace. After receiving a conditional offer of employment, I understand that a drug test will be required before starting work. If the results of the test are positive, I understand that the offer of employment will be withdrawn.

If employed, I agree to abide by all policies, procedures, rules, and regulations of the organization. I understand and agree that, if hired, my employment is for no definite period and may, regardless of the date of payment of my wages or salary, be terminated by myself or the company at any time with or without cause or notice. I further understand that the policies, procedures, rules, and benefits contained in the employee handbook, benefit plans, and other written documents should not be considered an employment contract for any period of time.

Date _____ Signature of Applicant _____

DEKATHERM, INC MISSION STATEMENT

DEKATHERM, Inc. was formed in 1995 with a mission to provide high quality service to its customers with dedicated, safety minded, well trained, and team oriented employees. This approach has led to a high level of job satisfaction for our employees, as well as providing high value-added service to our customers.