



APPLICATION

Please fill out completely and accurately

APPLICANTS MUST BE AT LEAST 18 YEARS OF AGE		
Position Applying For:		Date:
Last Name:	First Name:	Middle Initial:
Have you ever been known by another name and/or alias? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Cell Phone:	Home Phone:	
Email:	Last four of SSN:	
Emergency Contact Name/Phone No.:		
LIST ALL PHYSICAL ADDRESS' YOU'VE RESIDED AT IN THE PAST THREE (3) YEARS, LISTING YOUR MOST RECENT ADDRESS FIRST		
Mailing Address:		
Physical Address (if diff from above):		
Are you legally able to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No		
If hired, can you furnish proof that you are legally eligible to work in the US? <input type="checkbox"/> Yes <input type="checkbox"/> No		
If hired, can you furnish proof that you are at least 18 years of age? <input type="checkbox"/> Yes <input type="checkbox"/> No		
ANY APPLICANT THAT WILL BE OPERATING VPI OWNED VEHICLES WILL BE CHECKED FOR A VALID DRIVER LICENSE, SUITABLE FOR THE VEHICLE THEY WILL BE OPERATING. PLEASE LIST ALL DRIVER LICENSE'S HELD IN PREVIOUS THREE (3) YEARS		
Driver License No.:		
State Issued:	Exp. Date:	Class:
Endorsements:	Restrictions:	
Driver License No.:		
State Issued:	Exp. Date:	Class:
Endorsements:	Restrictions:	
AVAILABILITY		
Have you ever applied or been employed at VPI <input type="checkbox"/> Yes <input type="checkbox"/> No		



If yes, When, Position, Reason for Leaving?	
Have you ever worked in a position like the one for which you are applying? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Are you available to work any time of day/week as needed? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If no, explain limitation:	
Are you currently employed? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, may we contact your current employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Are you currently available for work? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, date you can start:
If yes, type of work available: <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Temporary	
Can you travel if a job requires it? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Do you have a reliable form of transportation to and from work sites? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Are you currently on "lay-off" status and subject to recall? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Do you plan to work for any other employer or engage in self-employment during your period of employment with VPI <input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, please explain:	
Are there any VPI policies, requirements, terms, or conditions of employment, which you are unwilling to accept if you are offered employment? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, please explain:	
MILITARY HISTORY	
Have you ever served in the Military? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Are you currently in the National Guard or Reserves? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes to either above, which Branch, Rank?	
If no longer serving, nature of discharge?	



EDUCATION			
	Name/Location	Course of Study	Degree? Yes or No & Type
High School			
College			
College			
Other			
Describe any specialized training, which might be helpful on this job, or if you hold a state journeyman or any relating public or private licenses, certificates, or competency cards, please provide details, including issuing authority and any license or other numbers:			
SPECIALIZED SKILLS/WORK EXPERIENCE			
<i>Please check all skills you have experience with and then write in the years of experience</i>			
<input type="checkbox"/> Supervisors <input type="checkbox"/> Superintendent _____ <input type="checkbox"/> Foreperson _____ <input type="checkbox"/> Mechanic _____ <input type="checkbox"/> Truck Dispatch _____	<input type="checkbox"/> Equipment Operators <input type="checkbox"/> Paver _____ <input type="checkbox"/> Roller _____ <input type="checkbox"/> Dozer _____ <input type="checkbox"/> Blade _____ <input type="checkbox"/> Loader _____ <input type="checkbox"/> Skid-Steer _____ <input type="checkbox"/> Broom _____ <input type="checkbox"/> Mill _____ <input type="checkbox"/> Excavator _____	<input type="checkbox"/> Laborers <input type="checkbox"/> Gravel _____ <input type="checkbox"/> Bit _____ <input type="checkbox"/> Raker _____ <input type="checkbox"/> Jackhammer _____ <input type="checkbox"/> Manhole _____	<input type="checkbox"/> Truck Drivers <input type="checkbox"/> Tri/Quad _____ <input type="checkbox"/> Belly Dump _____ <input type="checkbox"/> Side Dump _____ <input type="checkbox"/> Tandems _____ <input type="checkbox"/> Transport _____ <input type="checkbox"/> Distributor _____
List any additional tools and/or equipment you have experience, which might be helpful on the job:			



EMPLOYMENT HISTORY

Begin with your present or most recent job. If applying to operate a Commercial Motor Vehicle "CMV" defined by 49 CFR Part 383.35 list ten (10) years of previous employers.

Please include any job-related military service assignments and volunteer activities.

Employment History #1

Employer:	Dates	Work Performed:
Address:		Subject to Federal Motor Carrier Safety Regulations while employed by this Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Phone:	Hourly Rate	
Job Title:		Designated as Safety Sensitive Function regulated by 49 CFR Part 40 alcohol and substance abuse testing? <input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for Leaving:		

Employment History #2

Employer:	Dates	Work Performed:
Address:		Subject to Federal Motor Carrier Safety Regulations while employed by this Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Phone:	Hourly Rate	
Job Title:		Designated as Safety Sensitive Function regulated by 49 CFR Part 40 alcohol and substance abuse testing? <input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for Leaving:		

Employment History #3

Employer:	Dates	Work Performed:
Address:		Subject to Federal Motor Carrier Safety Regulations while employed by this Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Phone:	Hourly Rate	
Job Title:		Designated as Safety Sensitive Function regulated by 49 CFR Part 40 alcohol and substance abuse testing? <input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for Leaving:		



Employment History #4		
Employer:	Dates:	Work Performed:
Address:		Subject to Federal Motor Carrier Safety Regulations while employed by this Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Phone:	Hourly Rate:	
Job Title:		Designated as Safety Sensitive Function regulated by 49 CFR Part 40 alcohol and substance abuse testing? <input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for Leaving:		
Employment History #5		
Employer:	Dates:	Work Performed:
Address:		Subject to Federal Motor Carrier Safety Regulations while employed by this Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Phone:	Hourly Rate:	
Job Title:		Designated as Safety Sensitive Function regulated by 49 CFR Part 40 alcohol and substance abuse testing? <input type="checkbox"/> Yes <input type="checkbox"/> No
Reason for Leaving:		
REFERENCES		
<i>Give the names of three (3) people, not related to you, whom you have worked with at least one (1) year</i>		
Name: Address:		Phone #1: Phone #2:
Name: Address:		Phone #1: Phone #2:
Name: Address:		Phone #1: Phone #2:



Valley Paving, Inc., hereafter referred to as VPI, is an Equal Employment Opportunity Employer and will not discriminate against any applicant or employee on any grounds protected under federal, state, or local statute, ordinance, or regulation. All applicants are considered for all positions without regard to race, color, creed, religion, age, gender, sexual orientation, national origin, ancestry, marital status, disability (including those related to pregnancy or child birth), status with regard to public assistance, membership or non-membership in a labor organization, military, National Guard or Reserve Service, complaining in good faith to the Employer or to public authority, or any other characteristic protected under federal, state or local statute, ordinance or regulation.

None of the questions in this application are for the intent to elicit information regarding any protected characteristics, nor imply any limitation, illegal preferences or discrimination based upon non-job-related information or protected characteristics.

VPI requires a pre-employment drug test. Any Applicant that will be driving a Company owned vehicle, must submit to a pre-employment driving record background check, and obtain a valid CMV health card. Any Applicant that will be driving a vehicle that requires a Class A or B license, must submit to any/all testing and/or background checks set forth by the Federal Motor Carrier Safety Administration. Driving record background checks performed through the Motor Vehicle Department or its equivalent.

It is the policy of VPI to accept applications for employment from individuals directly, through a job service address of our choosing, or that is a representative of our Company.

VPI requires that each employee purchase a specified set of tools as a condition of employment. Each individual employee is responsible for having access to these tools every day and the responsibility of transporting his/her said tools to all projects/job sites.

Notice: Applications and/or hiring is not permitted at any VPI jobsite. This will cause safety hazards and unauthorized personnel on that site. VPI will not accept third-party applications or unsolicited employment referrals from any source.

ACKNOWLEDGEMENT

If VPI receives an application for employment during a period when we are not hiring, we will maintain that application on file for at least ninety (90) days from the date of the application. Any such filing does not guarantee the future consideration of the application. This is not to discriminate against any one person/individual, but it is merely a reflection of the needs/circumstances that dictate to Company's action at that time.

VPI has the right to evaluate all applicant's physical fitness based on relevant criteria for positions, including minimum or maximum experience/education, appropriate wage/salary history for position sought, willingness to perform all duties assigned, skill levels, attitudes, demeanor, and all other criteria deemed relevant by VPI's sole discretion.

VPI reserves the right to assess prior work experience, skill levels, and safety performance, confirm applicants work references, driver license for positions requiring driving, education, licensure where applicable, and will require applicants to authorize and hold VPI harmless with respect to any such inquiry of former employers.

VPI requires that applicants and employees provide truthful responses to all employment related inquiries, both written and verbal, and reserves the right to reject any applicant and terminate any employee for providing false and/or misleading employment related information or omitting relevant information, no matter the discrepancies. Failure to provide complete and accurate responses to all questions, without material omission, will disqualify applicants from consideration for employment with VPI.



I authorize VPI to obtain and/or provide all information or opinion, which they elect to obtain, use, or provide in connection with my application for employment prior to, during, and after my employment. Such information and opinion may be obtained from any and all prior employers, except as noted above, schools or other persons or organizations who may have information VPI deems relevant in connection with my application for employment and during or after my employment, and may be provided by VPI in response to any request for information or opinion concerning my employment or my separation from employment with VPI, to any and all banks or mortgage companies, government agencies, insurers, prospective employers or other schools, persons or organizations deemed appropriate for receipt of such information by VPI. I understand VPI may provide all information and opinion, which may include, but not limited to; opinions about my conduct, performance, attendance, or any other aspect of my reputation or character, which may be positive or negative. I agree to hold VPI (including its principles, employees, agents, consultants, attorneys, and insurers) and such other employer, school, person, or organization providing or receiving any such information and opinion, harmless and free of all claims or causes of action arising from any such provision or receipt of information or opinion, no matter what the character.

I understand that this application does not create a contract of employment. I understand that if hired as an employee, it is my obligation to comply with all current and subsequently adopted VPI policies and that VPI does not offer contracts, promises or representation related to employment. I understand and agree that, if hired my employment is for no definite period for any reason, with or without clause, notices, prior warnings, or discipline. I understand that no person is authorized to change any of the terms mentioned in this employment application.

I acknowledge that if Valley Paving, Inc. assigns me a Company vehicle, it is strictly for business purposes and **not** for any personal use or purposes.

I affirm and certify that all the information and answers, submitted by me, to questions herein are complete, true, and correct to the best of my knowledge and belief. I understand that any misrepresentation, falsification, or omission of any facts called for in the application may render this application void and will be cause for termination, whenever discovered.

APPLICANT SIGNATURE: _____ **DATE:** _____