

Application for Employment

Please Answer All Questions Completely

Name _____ Date: ____ / ____ / ____
 First Middle Last

Have you ever been known by another name or by an alias? Yes No

If yes, explain: _____

Mailing Address: _____
 Street Address city state zip

Permanent Address: _____ (if different)

Home Phone: (_____) _____ Cell: (_____) _____

Email Address: _____

Social Security Number: _____ - _____ - _____

Are you currently licensed, without restriction, to drive a motor vehicle? Yes No

If yes, provide State and license number: _____

Can you furnish proof that you are at least 18 years of age and eligible to work in the United States?

Yes No If no, explain:

Have you applied for employment with Hanson Custom Crushing, Inc. before? Yes No When?

Have you worked for Hanson Custom Crushing, Inc. before? Yes No If yes, when?

Reason for leaving? _____

How did you first learn about employment with Hanson Custom Crushing, Inc.? _____

Have you served in the military? Yes No

If yes, briefly describe military duties if any relates to position applied for:

Present membership in Branch: Rank: Dates of Service: / / to / /
National Guards or
Reserves? Yes No

Date Available to Start: ____ / ____ / ____ Desired Wage \$ _____ per hour

Hanson Custom Crushing, Inc. is an equal opportunity employer and will not discriminate against any applicant or employee on any grounds protects under federal, state or local law, including race, color, creed, religion, age, sex, national origin, ancestry, marital status, disability, including disability related to pregnancy or childbirth, membership or activity in an local commission, status regarding public assistance, membership or non-membership in any labor organization, sexual or affectional orientation, or any other characteristic protects 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 illegal preference or discrimination based upon non-job-related information or protected characteristics. If you are hired by Hanson Custom Crushing, Inc., you will be employed on an at will basis. As an at-will employee, you may terminate your employment at any time, for any reason, without notice. Similarly, if you are hired, Hanson Custom Crushing, Inc. will have the right to terminate your employment at any time, for any reason, without prior notice. No Hanson Custom Crushing, Inc. employee, supervisor, or manager has the authority to offer or promise anything other than at-will employment.

Physical Demands

The job requirements include but are not limited to the tasks listed below.
Some of the tasks may require repetitive motion for a period of time.

Work on your feet in excess of 8 hours per day? Yes No

Lift and/or carry in excess of 50 pounds? Yes No

Lift and/or hold items in excess of 25 pounds overhead for holding, fastening or attaching? Yes No

Work with your hands overhead for holding, fastening or attaching items? Yes No

Work in a kneeling position? Yes No

Can you perform the essential functions of this job with or without reasonable accommodation? Yes No

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

Do you plan to work for any other employer or engage in self-employment during your period of employment with Hanson Custom Crushing, Inc.? If yes, please explain:

Hanson Custom Crushing, Inc. requires that each employee be prepared to accept changes in their job description, duties, work sites and projects, locations of work, and specific assignments, at any time for any reason, with or without notice, cause, or prior warning. Are you prepared to accept these conditions if you are employed? Yes No

EDUCATION HISTORY				
TYPE OF SCHOOL	NAME AND CITY	YEARS	GRADUATE	COURSE OR MAJOR
College			Yes / No	
Technical			Yes / No	
High School			Yes / No	
Other (specify)			Yes / No	

WORK HISTORY	
List all present and past employment beginning with the most recent.	
Employer Name _____	Start Date <u> </u> / <u> </u> / <u> </u>
Address _____	End Date <u> </u> / <u> </u> / <u> </u>
Phone <u> </u> (<u> </u>) _____	Starting Wages _____
	Ending Wages _____

WORK HISTORY (CONT)

Employer Name _____	Start Date ____/____/____
Address _____	End Date ____/____/____
Phone __(__)_____	Starting Wages _____
Supervisor _____	Ending Wages _____
Describe your duties and responsibilities: _____	
Reason for Leaving? _____	

Employer Name _____	Start Date ____/____/____
Address _____	End Date ____/____/____
Phone __(__)_____	Starting Wages _____
Supervisor _____	Ending Wages _____
Describe your duties and responsibilities: _____	
Reason for Leaving? _____	

Employer Name _____	Start Date ____/____/____
Address _____	End Date ____/____/____
Phone __(__)_____	Starting Wages _____
Supervisor _____	Ending Wages _____
Describe your duties and responsibilities: _____	
Reason for Leaving? _____	

May we contact the employers listed above? Yes No If no, please explain.

Have you ever been discharged by an employer? Yes No If yes, please explain.

Have you signed any agreements or forms with your previous employers(s) that limits your ability to compete, solicit customers, or use business information? Yes No If yes, please provide copy and explain.

REFERENCES: PROVIDE PERSONS/ REFERENCES WHO ARE NOT RELATED TO YOU

NAME	PHONE	OCCUPATION	YEARS KNOWN

TO BE READ AND SIGNED BY APPLICANT

I understand that this application form is intended for use in evaluating my qualifications for employment. This is not an employment contract. Any and all information included herein is subject to verification by Hanson Custom Crushing, Inc. at any time before and after employment.

I authorize Hanson Custom Crushing, Inc. during the application process or at any time after I am employed to complete a background check, and to contact and verify my education, previous employment and/or work history, motor vehicle records and personal references.

I understand Hanson Custom Crushing, Inc. has a drug and alcohol testing policy and that at any time I may be required to submit the required specimen. I do hereby consent to the drug and/or alcohol test and agree to fully cooperate.

I do hereby agree to forever release Hanson Custom Crushing, Inc. and their associates to the full extent permitted by law from any claims, damages, losses, liabilities, costs, expenses, or any other charge or complaint with any agency arising from the lawful retrieving of reporting of information.

I understand that no manager or representative of the company, other than the company president and then only by written contract specifically executed for that purpose, has the authority to enter into any agreement for a specified period of time or to make any representations upon which I should rely on other than the employment relationship if entered into is terminable at the will of either party at any time.

I understand that any offer of employment is contingent upon my submitting necessary proof of identity and legal authorization to work in the United States. Also, an offer of employment is contingent upon the passing of drug/alcohol testing required.

I certify that all statements made on this application are true and complete to the best of my knowledge and without mental reservation. I understand that any misrepresentation or omission of information or facts included herein, may constitute grounds for rejection of employment, or if hired, grounds for immediate termination. I further understand that it is my responsibility to submit a new application in accordance with the company's practices at that time.

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, veteran status, non-job related disability, or any other protected group status.

Date: _____

Applicant's Signature: _____