



## DRIVERS APPLICATION FOR EMPLOYMENT

Location: \_\_\_\_\_ Date: \_\_\_\_\_

*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.*

*Harney Rock and Paving Co. employment practices operate under the legal doctrine known as "employment at will." Within state and federal employment law, Harney Rock and Paving Co. has the right to terminate an employee at any time and for any reason, with or without notice. This "at will" 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 Harney Rock & Paving Co.*

*This application for employment shall be considered active for a period of 6 months.*

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### DRIVER CONSENT AND AUTHORIZATION TO RELEASE INFORMATION TO BE READ AND SIGNED BY APPLICANT

I authorize you to make such investigations and inquiries of my personal, employment, financial or medical history and other related matters as may be necessary in arriving at an employment decision. (Generally, inquiries regarding medical history will be made only if and after a conditional offer of employment as been extended.) I hereby release employers, schools, health care providers and other persons from all liability in responding to inquires and releasing information in connection with my application.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the company including those outline in company's Employee Handbook.

I understand that information I provide regarding current and/or previous employers may be used, and those employer(s) will be contacted, for the purpose of investigating my safety performance history as required by 49 CFR 391.23(d) and (e). I understand that I have the right to:

- Review information provided by previous employers;
- Have errors in the information corrected by previous employers and for those previous employers to re-send the corrected information to the prospective employer; and
- Have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information.

I also understand that in accordance with the provisions of Section 604(b)(2)(A) of the Fair Credit Reporting Act, (Public Law 91-508), as amended by the Consumer Credit Reporting Act of 1996 (Title II, Subtitle D, Chapter I, of Public Law 104-208), that reports verifying my previous employment, driving record and previous drug and alcohol test results may be obtained for employment purposes. These reports are required by Sections 382.413, 391.23 and 391.25 of the Federal Motor Carrier Safety Regulations.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Phone Number

NAME \_\_\_\_\_

PHONE \_\_\_\_\_ SOCIAL SECURITY NO. \_\_\_\_\_

ADDRESS \_\_\_\_\_ HOW LONG \_\_\_\_\_  
STREET CITY STATE & ZIP

**ADDRESSES  
FOR THE PAST  
3 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? \_\_\_\_\_

ARE YOU 21 YEARS OF AGE OR OVER? \_\_\_\_\_ DATE OF BIRTH \_\_\_\_\_ (ANSWER ONLY IF APPLYING FOR DRIVING POSITION)

IN CASE OF EMERGENCY NOTIFY \_\_\_\_\_

POSITION(S) APPLIED FOR \_\_\_\_\_ TEMPORARY OR FULL TIME \_\_\_\_\_

HAVE YOU WORKED FOR THIS COMPANY BEFORE? \_\_\_\_\_ IF YES, WHEN \_\_\_\_\_

REASON FOR LEAVING \_\_\_\_\_

NAMES OF RELATIVES IN OUR EMPLOY \_\_\_\_\_

ARE YOU NOW EMPLOYED \_\_\_\_\_ IF SO, CAN WE CONTACT YOUR CURRENT EMPLOYER? \_\_\_\_\_ PHONE \_\_\_\_\_

WHO REFERRED YOU? \_\_\_\_\_ RATE OF PAY EXPECTED \_\_\_\_\_

ARE YOU BONDABLE? \_\_\_\_\_

IS THERE ANY REASON YOU MIGHT BE UNABLE TO PERFORM THE FUNCTIONS OF THE JOB FOR WHICH YOU HAVE APPLIED? \_\_\_\_\_

IF YES, EXPLAIN IF YOU WISH OR HOW YOU CAN PERFORM JOB IN SPITE OF IT \_\_\_\_\_

**MILITARY STATUS**

HAVE YOU SERVED IN THE U.S. ARMED FORCES? \_\_\_\_\_ BRANCH \_\_\_\_\_

DATE: FROM \_\_\_\_\_ TO \_\_\_\_\_ RANK AT DISCHARGE \_\_\_\_\_

**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 \_\_\_\_\_ ADDRESS \_\_\_\_\_

**EXPERIENCE AND QUALIFICATIONS – DRIVER**

|                        | STATE | LICENSE NO. | TYPE | EXPIRATION DATE | YEARS EXPERIENCE |
|------------------------|-------|-------------|------|-----------------|------------------|
| <b>DRIVER LICENSES</b> |       |             |      |                 |                  |
|                        |       |             |      |                 |                  |
|                        |       |             |      |                 |                  |

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 EITHER A OR B IS YES, GIVE DETAILS \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**DRIVING EXPERIENCE**

| CLASS OF EQUIPMENT                                  | TYPE OF EQUIPMENT<br>(VAN, TANK, FLAT, DUMP, REFER) | DATES |    | APPROX. NO OF<br>MILES TOTAL |
|---|---|-------|----|------------------------------|
|   |   | FROM  | TO |                              |
| STRAIGHT TRUCK                                      |   |       |    |                              |
| TRACTOR & SEMI-TRAILER                              |   |       |    |                              |
| TRACTOR – TWO TRAILERS                              |   |       |    |                              |
| TRACTOR – THREE TRAILERS                            |   |       |    |                              |
| MOTOR COACH – SCHOOL BUS<br>MORE THAN 8 PASSENGERS  |   |       |    |                              |
| MOTOR COACH – SCHOOL BUS<br>MORE THAN 15 PASSENGERS |   |       |    |                              |
| OTHER   |   |       |    |                              |

LIST STATES OPERATED IN FOR LAST FIVE YEARS \_\_\_\_\_

LIST SPECIAL COURSES OR TRAINING THAT WILL HELP YOU AS A DRIVER \_\_\_\_\_

WHICH SAFE DRIVING AWARDS DO YOU HOLD AND FROM WHOM? \_\_\_\_\_

**EXPERIENCE AND QUALIFICATIONS – PLATFORM**

LIST TYPES OF PLATFORM EXPERIENCE AND YEARS OF EACH \_\_\_\_\_

LIST PLATFORM EQUIPMENT YOU CAN OPERATE (LIFT TRUCK, ETC) \_\_\_\_\_

LIST COURSES OR TRAINING IN PLATFORM WORK \_\_\_\_\_

**EXPERIENCE AND QUALIFICATIONS – VEHICLE MAINTENANCE**

LIST COURSES AND TRAINING IN MAINTENANCE WORK \_\_\_\_\_

LIST MAINTENANCE EQUIPMENT YOU CAN OPERATE \_\_\_\_\_

**EXPERIENCE AND QUALIFICATIONS – OTHER**

LIST ANY TRUCKING, TRANSPORTATION OR OTHER EXPERIENCE THAT MAY HELP IN YOUR WORK FOR THIS COMPANY \_\_\_\_\_

LIST COURSES AND TRAINING OTHER THAN SHOWN ELSEWHERE IN THE APPLICATION \_\_\_\_\_

LIST SPECIAL EQUIPMENT OR TECHNICAL METEIRALS YOU CAN WORK WITH (OTHER THANB THOSE ALREADY SHOWN) \_\_\_\_\_

**ACCIDENT RECORD FOR PAST 3 YEARS OR MORE  
(ATTACH SHEET IF MORE SPACE IS NEEDED) IF NONE, WRITE NONE**

| DATES | NATURE OF ACCIDENT<br>(HEAD ON, REAR-END, UPSET, ETC.) | FATALITIES | INJURIES | HAZARDOUS<br>MATERIAL SPILL |
|-------|--|------------|----------|-----------------------------|
|       |  |            |          |                             |
|       |  |            |          |                             |
|       |  |            |          |                             |
|       |  |            |          |                             |

**TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS  
(OTHER THAN PARKING VIOLATIONS) IF NONE, WRITE NONE**

| LOCATION | DATE | CHARGE | PENALTY |
|----------|------|--------|---------|
|          |      |        |         |
|          |      |        |         |
|          |      |        |         |
|          |      |        |         |

ATTACH SHEET IF MORE SPACE IS NEEDED

## EMPLOYMENT HISTORY

ALL DRIVER APPLICANTS TO DRIVE IN INTERSTATE COMMERCE MUST PROVIDE THE FOLLOWING INFORMATION ON ALL EMPLOYERS DURING THE PRECEDING 3 YEARS. LIST COMPLETE MAILING ADDRESS, STREET NUMBER, CITY, STATE AND ZIP CODE.

APPLICANTS TO DRIVE A COMMERCIAL MOTOR VEHICLE\* IN INTRASTATE OR INTERSTATE COMMERCE SHALL ALSO PROVIDE AN ADDITIONAL 7 YEARS' INFORMATION ON THOSE EMPLOYERS FOR WHOM THE APPLICANT OPERATED SUCH VEHICLE.

(NOTE: LIST EMPLOYERS IN REVERSE ORDER STARTING WITH THE MOST RECENT. ADD ANOTHER SHEET IF NECESSARY.)

| EMPLOYER   |       |     | DATES  |     |     |     |
|--|-------|-----|--|-----|-----|-----|
| NAME   |       |     | FROM   | TO  |     |     |
|  |       |     | MO.  | YR. | MO. | YR. |
| ADDRESS  |       |     | POSITION HELD:   |     |     |     |
| CITY   | STATE | ZIP | SALARY / WAGE  |     |     |     |
| CONTACT PERSON   | PHONE |     | REASON FOR LEAVING   |     |     |     |
| WERE YOU SUBJECT TO THE FMCSR'S WHILE EMPLOYED? <input type="checkbox"/> YES <input type="checkbox"/> NO |       |     | WAS YOUR JOB DESIGNATED AS A SAFETY SENSITIVE FUNCTION I NANY DOT REGULATED MODE SUBJECT TO THE DRUG AND ALCOHOL TESTING REQUIREMENTS OF 49CFR PART 40? ? <input type="checkbox"/> YES <input type="checkbox"/> NO |     |     |     |

| EMPLOYER   |       |     | DATES  |     |     |     |
|--|-------|-----|--|-----|-----|-----|
| NAME   |       |     | FROM   | TO  |     |     |
|  |       |     | MO.  | YR. | MO. | YR. |
| ADDRESS  |       |     | POSITION HELD:   |     |     |     |
| CITY   | STATE | ZIP | SALARY / WAGE  |     |     |     |
| CONTACT PERSON   | PHONE |     | REASON FOR LEAVING   |     |     |     |
| WERE YOU SUBJECT TO THE FMCSR'S WHILE EMPLOYED? <input type="checkbox"/> YES <input type="checkbox"/> NO |       |     | WAS YOUR JOB DESIGNATED AS A SAFETY SENSITIVE FUNCTION I NANY DOT REGULATED MODE SUBJECT TO THE DRUG AND ALCOHOL TESTING REQUIREMENTS OF 49CFR PART 40? ? <input type="checkbox"/> YES <input type="checkbox"/> NO |     |     |     |

| EMPLOYER   |       |     | DATES  |     |     |     |
|--|-------|-----|--|-----|-----|-----|
| NAME   |       |     | FROM   | TO  |     |     |
|  |       |     | MO.  | YR. | MO. | YR. |
| ADDRESS  |       |     | POSITION HELD:   |     |     |     |
| CITY   | STATE | ZIP | SALARY / WAGE  |     |     |     |
| CONTACT PERSON   | PHONE |     | REASON FOR LEAVING   |     |     |     |
| WERE YOU SUBJECT TO THE FMCSR'S WHILE EMPLOYED? <input type="checkbox"/> YES <input type="checkbox"/> NO |       |     | WAS YOUR JOB DESIGNATED AS A SAFETY SENSITIVE FUNCTION I NANY DOT REGULATED MODE SUBJECT TO THE DRUG AND ALCOHOL TESTING REQUIREMENTS OF 49CFR PART 40? ? <input type="checkbox"/> YES <input type="checkbox"/> NO |     |     |     |

| EMPLOYER   |       |     | DATES  |     |     |     |
|--|-------|-----|--|-----|-----|-----|
| NAME   |       |     | FROM   | TO  |     |     |
|  |       |     | MO.  | YR. | MO. | YR. |
| ADDRESS  |       |     | POSITION HELD:   |     |     |     |
| CITY   | STATE | ZIP | SALARY / WAGE  |     |     |     |
| CONTACT PERSON   | PHONE |     | REASON FOR LEAVING   |     |     |     |
| WERE YOU SUBJECT TO THE FMCSR'S WHILE EMPLOYED? <input type="checkbox"/> YES <input type="checkbox"/> NO |       |     | WAS YOUR JOB DESIGNATED AS A SAFETY SENSITIVE FUNCTION I NANY DOT REGULATED MODE SUBJECT TO THE DRUG AND ALCOHOL TESTING REQUIREMENTS OF 49CFR PART 40? ? <input type="checkbox"/> YES <input type="checkbox"/> NO |     |     |     |

| EMPLOYER   |       |     | DATES  |     |     |     |
|--|-------|-----|--|-----|-----|-----|
| NAME   |       |     | FROM   | TO  |     |     |
|  |       |     | MO.  | YR. | MO. | YR. |
| ADDRESS  |       |     | POSITION HELD:   |     |     |     |
| CITY   | STATE | ZIP | SALARY / WAGE  |     |     |     |
| CONTACT PERSON   | PHONE |     | REASON FOR LEAVING   |     |     |     |
| WERE YOU SUBJECT TO THE FMCSR'S WHILE EMPLOYED? <input type="checkbox"/> YES <input type="checkbox"/> NO |       |     | WAS YOUR JOB DESIGNATED AS A SAFETY SENSITIVE FUNCTION IN ANY DOT REGULATED MODE SUBJECT TO THE DRUG AND ALCOHOL TESTING REQUIREMENTS OF 49CFR PART 40? ? <input type="checkbox"/> YES <input type="checkbox"/> NO |     |     |     |

\*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. The Federal Motor Carrier Safety Regulations (FMCSR'S) apply to anyone operating a motor vehicle on a highway in interstate commerce to transport passengers or property when the vehicle: (1) weighs or has a GVWR of 10,001 lbs or more, (2) is designed or used to transport 9 or more passengers, OR (3) is of any size and is used to transport hazardous materials in a quantity requiring placarding.

### TO BE READ AND SIGNED BY APPLICANT

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

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

## CONSENT FOR URINALYSIS OR BLOOD SAMPLE

Harney Rock & Paving Co. dba Silver State Rock Products recognizes the prevalence of both illegal and prescription drugs in today's society, and the adverse effect these drugs have in the safe work performances of people on the job. To conform to 49 CFR, Part 40, Federal Motor Carrier Safety Regulations 391.81-391.123 Harney Rock & Paving Co. dba Silver State Rock Products requires all drivers to submit to drug testing through urinalysis. The urinalysis is administered and measured by qualified people. There is no fee to you.

If you urinalysis test results in the detection of drugs that you have not listed below being prescribed by a physician or if you refuse to test, you will not be considered for employment. You may reapply for employment after a 90 day waiting period. Even some prescription drugs affect the ability of people to work safely. Harney Rock & Paving Co. dba Silver State Rock Products will attempt to accommodate such applicants as best as possible.

If you are **NOT** taking any drug medications, please check here:

If you ARE taking drug medications prescribed by a physician or otherwise, please list these below:

|       |       |
|-------|-------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

## AUTHORIZATION FOR RELEASE OF MEDICAL INFORMATION

I authorize Harney Rock & Paving Co. dba Silver State Rock Products and any agent it designates to collect my urine or blood and to conduct tests for evidence of drug usage. I understand that the results of this test may affect decisions of initial and continued employment with Harney Rock & Paving Co. dba Silver State Rock Products and will be faxed directly to Harney Rock & Paving Co. dba Silver State Rock Products upon completion of analysis.

I authorize

- Pioneer Urgent Care located at 160 12<sup>th</sup> Street, Elko, Nevada
- Harney District Hospital located at 557 W Washington, Burns, Oregon

to release and disclose to authorized personnel at Harney Rock & Paving Co. dba Silver State Rock Products all medical information. This includes, but is not limited to: written reports, medical records, x-rays, all previous and current medical history relating to any illness or injury including mental, psychiatric and drug/alcohol abuse or treatment, records of hospitalizations, etc. This release is effective immediately and remains effective for seven years from the date of terminations of employment with Harney Rock & Paving Co. dba Silver State Rock Products or from the date below, whichever is longer. I have read and understand all of this authorization.

NAME (Print): \_\_\_\_\_

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

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

# CERTIFICATION OF COMPLIANCE WITH DRIVER LICENSE REQUIREMENTS

*This form should be read and signed by the driver, then placed in driver qualification file.*

The requirements in Part 383 apply to every driver who operates in intrastate, interstate or foreign commerce and operates a vehicle weighing 26,001 pounds or more, can transport more than 15 people or transports hazardous materials that require placarding.

The requirements in Part 391 apply to every driver who operates in interstate commerce and operates a vehicle weighing 10,001 pounds or more, can transport more than 15 people or transports hazardous materials that require placarding.

1. **POSSESS ONLY ONE LICENSE:** No commercial vehicle driver may possess more than one motor vehicle operator's license. If you have more than one license, you must keep the license from your state of residence and return the additional licenses to the states that issued them. If a multiple license has been lost, stolen or destroyed, you must notify the issuing state that you no longer want to be licensed by that state.
2. **NOTIFICATION OF LICENSES SUSPENSION, REVOCATION OR CANCELLATION:** Sections 391.15(b)(2) and 383.33 of the Federal Motor Carrier Safety Regulations require that you notify your employer the next business day of any revocation or suspension of your driver's license. Section 383.31 requires that if at any time you violate a state or local traffic law (other than parking), you must report it within 30 days to 1) your employing motor carrier and 2) the state that issued your license when a violation occurs in a state other than the one which issued your license.

## CERTIFICATION BY DRIVER

I hereby certify that I have read and understand the above requirements:

Driver's Name (print): \_\_\_\_\_

Driver's Address: \_\_\_\_\_

Driver's License Number: \_\_\_\_\_ Issuing State: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

I further certify that the above commercial vehicle license is the only one held and that I have surrendered the following license(s) to the states indicated.

State: \_\_\_\_\_ Type/Class: \_\_\_\_\_ ID No. \_\_\_\_\_

State: \_\_\_\_\_ Type/Class: \_\_\_\_\_ ID No. \_\_\_\_\_

Driver's Signature: \_\_\_\_\_

**PREVIOUS PRE-EMPLOYMENT  
EMPLOYEE ALCOHOL AND DRUG TEST STATEMENT**

Section 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)).

Prospective Employee Name (print): \_\_\_\_\_ ID Number: \_\_\_\_\_

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

1. Have you 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've successfully completed the DOT return-to-duty requirements?  
Check one:       Yes               No

I certify that the information provided on this document is true and correct.

Prospective Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Witnessed by: \_\_\_\_\_ Date: \_\_\_\_\_

**APPLICANT: DO NOT FILL OUT. SIGN AT THE BOTTOM ONLY.**

**INQUIRY TO PAST EMPLOYERS**

TO: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

DATE: \_\_\_\_\_

\_\_\_\_\_ has made application to this company for a position as \_\_\_\_\_  
and states that he was employed by you as a \_\_\_\_\_  
\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.

Will you kindly reply to the inquiry below respecting this applicant? Your reply will be held in strict confidence and will in no way involve you in any responsibility. Sincerely,

\_\_\_\_\_

1. Is employment correct as stated above? \_\_\_\_\_
2. What kind (s) of work did applicant do? \_\_\_\_\_
3. Specify equipment applicant operated: \_\_\_\_\_
4. Number of accidents? \_\_\_\_\_ Number Preventable? \_\_\_\_\_
5. Did applicant have custody of money or valuables? \_\_\_\_\_
6. Were applicant's records properly kept? \_\_\_\_\_
7. Was general conduct satisfactory? \_\_\_\_\_
8. Did applicant show up on time? \_\_\_\_\_
9. Was applicant motivated? \_\_\_\_\_
10. Is applicant competent for the position seeking? \_\_\_\_\_
11. Reason for leaving: \_\_\_\_\_
12. Would you re-employ? \_\_\_\_\_
13. Additional remarks: \_\_\_\_\_

Date: \_\_\_\_\_ Completed by (print) : \_\_\_\_\_

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

FORMER EMPLOYER LIABILITY RELEASE: You are hereby authorized to give Harney Rock and Paving Company all information regarding my services, character and conduct while employed with you company. You are released from any and all liability which may result from furnishing such information.

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