

# Twin State Trucks, Inc.

## APPLICANT'S CERTIFICATION AND AGREEMENT

I certify that the information set forth in the attached Application for Employment is true and complete to the best of my knowledge, and I authorize Twin State Trucks, Inc. to verify its accuracy and to obtain reference information on my education, background and work performance. I hereby authorize my previous employers (as indicated), educational institutions and references to release such information as may be requested by Twin State Trucks, Inc., and I release them from any and all liability, claims or damages that may result from the use, disclosure or release of any such information. I also release Twin State Trucks, Inc. from any and all liability of whatever kind and nature which, at any time, could result from obtaining and having employment decision based on such information. I understand that any false statements, omissions, or misrepresentations made in this application may be grounds for rejecting my employment application and, if I am employed by Twin State Trucks, Inc., termination of my employment from Twin State Trucks, Inc.

**I understand that Twin State Trucks, Inc. may conduct criminal, credit, and driving record checks. I hereby authorize Twin State Trucks, Inc. to obtain a consumer credit report for employment purposes and I acknowledge that I have received prior written notification that a consumer credit report may be obtained for employment purposes.**

Following an offer of employment, and, as a continuing condition of employment should I be hired, Twin State Trucks, Inc. may require that I submit to a medical examination. Twin State Trucks, Inc. also reserves the right to require me to undergo drug testing prior to employment or at any time during my employment, to the extent permitted by law.

I agree that if an employment offer is extended to me and accepted, I will comply with all of Twin State Trucks, Inc.'s policies, rules and regulations. However, I understand that neither the policies, rules, regulations or anything said during the interview process shall be deemed to constitute the terms of an implied employment contract. I understand that any employment offered is for an indefinite duration and is at will. I further understand that I or Twin State Trucks, Inc. may terminate my employment at any time with or without prior notice, and for any reason not prohibited by law.

**I HAVE READ AND FULLY UNDERSTAND THE ABOVE STATEMENT AND AUTHORIZATION.**

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Signature of Applicant

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Date

# Twin State Trucks, Inc.

## An Equal Opportunity Employer APPLICATION FOR EMPLOYMENT

**This application is good for 30 days only.  
Consideration for employment after 30 days requires  
a new application**

**PLEASE PRINT**

Name (Last)	(First)	(Middle Initial)
Street Address		City, State, ZIP Code
Telephone (Home) (Business)		Social Security Number
Are you legally eligible for employment in the U.S.?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Are you over age 16? Yes <input type="checkbox"/> No <input type="checkbox"/>
If position requires, are you willing to travel?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Rate of pay desired: \$ _____ per _____
Position Desired:		<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time
When will you be available to work? _____ / _____, _____ (month) (day) (year)		
How were you referred to Twin State Trucks, Inc.? <input type="checkbox"/> Own Accord <input type="checkbox"/> Advertisement (Name of Newspaper) _____ <input type="checkbox"/> Employee Referral: (Name of Employee) _____ <input type="checkbox"/> Agency: (Name of Agency) _____ <input type="checkbox"/> Other _____		
Have you previously been employed by Twin State Trucks, Inc. or affiliates?		Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, give dates: _____
Have you ever been convicted of a crime, other than a minor traffic offense? <i>A conviction will not necessarily disqualify you for employment. Related factors such as age and date of conviction, seriousness and nature of the crime, and rehabilitation will be considered.</i>		If yes, describe conditions: _____
<p><b>EQUAL EMPLOYMENT OPPORTUNITY.</b> Twin State Trucks, Inc. and its affiliates (collectively, Twin State Trucks, Inc.) is an equal opportunity employer. Twin State Trucks, Inc. does not discriminate against applicants or employees on the basis of race, color, sex, religion, marital status, national origin, age, veteran status, disability, or other protected classification. This policy of non-discrimination extends to all terms, conditions, and privileges of employment and to all personnel actions.</p>		

**EDUCATION**

	Name and Address of School	Number of Years Completed	Graduated	Major/Degree
High School			Yes No	
College			Yes No	
College			Yes No	
Business or Trade			Yes No	
Other			Yes No	

Describe any educational course(s), program(s) you are currently enrolled in. Also indicate the target date for completion:

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## EMPLOYMENT BACKGROUND

List below all current and former employers, beginning with the most recent. Account for ALL periods between jobs. Attach separate sheets if necessary. If any employment was under a different name, indicate name \_\_\_\_\_.

1	Company	From Mo/Yr	To Mo/Yr	Supervisor
Address				
Titles and Duties		Salary Starting _____ Ending _____		
		Reason for Leaving		
2	Company	From Mo/Yr	To Mo/Yr	Supervisor
Address				
Titles and Duties		Salary Starting _____ Ending _____		
		Reason for Leaving		
3	Company	From Mo/Yr	To Mo/Yr	Supervisor
Address				
Titles and Duties		Salary Starting _____ Ending _____		
		Reason for Leaving		
4	Company	From Mo/Yr	To Mo/Yr	Supervisor
Address				
Titles and Duties		Salary Starting _____ Ending _____		
		Reason for Leaving		
5	Company	From Mo/Yr	To Mo/Yr	Supervisor
Address				
Titles and Duties		Salary Starting _____ Ending _____		
		Reason for Leaving		

Please check employers we may contact for references:     1     2     3     4     5

Explain why you are interested in working for Twin State Trucks, Inc.: \_\_\_\_\_  
\_\_\_\_\_

Are there any other experiences, skills, or qualifications which you feel would especially qualify you for work at Twin State Trucks, Inc.? (e.g. word processing, calculator, computer, sales, experience, technician certifications, etc.) \_\_\_\_\_  
\_\_\_\_\_