

VIKING CONSTRUCTION, INC.

APPLICATION FOR EMPLOYMENT

(PLEASE PRINT CLEARLY - ANSWER ALL QUESTIONS)

In compliance with Equal Employment Opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, military status, genetic information or disability.

BE ADVISED: Viking Construction, Inc. will run motor vehicle reports on all hired employees and drug tests will be conducted.
All employment eligibility is verified through E-verify and the US Dept. Of Homeland Security

DATE OF APPLICATION _____ POSITION APPLIED FOR _____

PERSONAL INFORMATION

EMPLOYEE LAST NAME _____ FIRST _____ MI _____

STREET ADDRESS _____ CITY _____ STATE _____ ZIP _____

PHONE _____ MOBILE PHONE # _____ DATE OF BIRTH _____

DO YOU HAVE THE LEGAL RIGHT TO WORK IN THE UNITED STATES? _____

CAN YOU PROVIDE LEGAL PROOF OF THIS RIGHT? _____

HAVE YOU WORKED FOR VIKING CONSTRUCTION, INC. PREVIOUSLY? _____

FROM _____ TO _____ RATE OF PAY \$ _____ /HR POSITION _____

WHO REFERRED YOU? _____ IF HIRED, EXPECTED RATE OF PAY \$ _____

EMPLOYMENT HISTORY

ALL DRIVER APPLICANTS TO DRIVE IN INTERSTATE COMMERCE MUST PROVIDE THE FOLLOWING INFORMATION ON ALL EMPLOYERS DURING THE PRECEDING THREE (3) YEARS, APPLICANTS TO DRIVE A COMMERCIAL MOTOR VEHICLE* IN INTRASTATE OR INTERSTATE COMMERCE SHALL ALSO PROVIDE AN ADDITIONAL SEVEN (7) YEARS INFORMATION ON THOSE EMPLOYERS FOR WHOM THE APPLICANT OPERATED SUCH VEHICLES.

EMPLOYER

COMPANY NAME _____ CONTACT PERSON _____

ADDRESS _____ CITY _____ STATE _____

ZIP _____ PHONE _____ FAX _____

FROM _____ TO _____

POSITION _____ SALARY/WAGE \$ _____ /HR

REASON FOR LEAVING _____

EMPLOYER

COMPANY NAME _____ CONTACT PERSON _____
ADDRESS _____ CITY _____ STATE _____
ZIP _____ PHONE _____ FAX _____
FROM _____ TO _____
POSITION _____ SALARY/WAGE \$ _____/HR
REASON FOR LEAVING _____

EMPLOYER

COMPANY NAME _____ CONTACT PERSON _____
ADDRESS _____ CITY _____ STATE _____
ZIP _____ PHONE _____ FAX _____
FROM _____ TO _____
POSITION _____ SALARY/WAGE \$ _____/HR
REASON FOR LEAVING _____

*INCLUDES VEHICLES HAVING 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.

CDL DRIVERS PLEASE FILL THIS SECTION OUT

LIST ANY ACCIDENT YOU WERE A DRIVER OF FOR PAST THREE (3) YEARS OR MORE

DATE	NATURE OF ACCIDENT	FATALITIES	INJURIES

(ATTACH SHEET IF ADDITIONAL SPACE NEEDED)

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST THREE (3) YEARS

(A MOTOR VEHICLE REPORT WILL BE RUN FOR INSURABILITY)

LOCATION	DATE	CHARGE	PENALTY

(OTHER THAN PARKING VIOLATIONS/ATTACH SHEET IF ADDITIONAL SPACE NEEDED)

EDUCATION

EDUCATION	ELEMENTARY	HIGH SCHOOL	COLLEGE
CIRCLE HIGHEST GRADE COMPLETED	1 2 3 4 5 6 7 8	1 2 3 4	1 2 3 4
SCHOOL ATTENDED, CITY/STATE			

OTHER – EXPERIENCE & QUALIFICATIONS

DO YOU HAVE ANY JOB EXPERIENCE...?

...IN TRAFFIC CONTROL?

YES _____

NO _____

...WITH CURRENT CERTIFICATION?

YES _____

NO _____

...IN HEAVY EQUIPMENT OPERATION?

YES _____

NO _____

...IN DIESEL OR MECHANICAL REPAIR?

YES _____

NO _____

...IN ASPHALT PAVING, SEALING OR CHIP SEALING

YES _____

NO _____

IF YES TO ANY OF THE ABOVE, PLEASE EXPLAIN _____

LIST ANY PAVING CONSTRUCTION EXPERIENCE OR OTHER SIMILAR TYPE OF EXPERIENCE THAT, IF HIRED, MAY BENEFIT YOUR WORKING FOR **VIKING CONSTRUCTION, INC.**

LIST ANY TRUCKING, TRANSPORTATION OR OTHER EXPERIENCE YOU HAVE _____

Have you ever been convicted of a crime? Or have you ever been adjudicated with regard to (including an adjudication of delinquent conduct), pled guilty to, or pled no contest to a crime? {"Conviction included sentenced to confinement, paid fine, served time, placed on probation (including deferred adjudication) and paid court-ordered restitution.} If so, explain. Note that you will not automatically be disqualified from employment if you answer "yes".

What states have you previously lived in, been employed in, or held a motor vehicle license in?

ILLEGAL DRUGS & ALCOHOL

TO ENSURE THE SAFETY OF ALL CREW MEMBERS and to meet FHWA (Federal Highway Administration) and other insurance requirements, the use and/or possession of illegal drugs (meaning any drug which is not legally obtainable, or which is regulated under any applicable law or regulation, or which is legally obtainable but has not been legally obtained, such as inhalants, marijuana, prescription drugs not legally obtained, and prescription drugs not used for their prescribed purpose) and/or alcohol, or being under the influence of illegal drugs and/or alcohol is **PROHIBITED**

- **ON ANY AND ALL JOB SITES**
- **DURING TRANSPORT TO, FROM, AND BETWEEN JOB SITES**
- **WHILE OPERATING OR RIDING IN OR ON ANY COMPANY OWNED VEHICLE OR PIECE OF EQUIPMENT**

Therefore, in addition to the required initial physical and drug screen, other drug and/or alcohol testing (urine and/or breathalyzer) will be required at the discretion of the Superintendent/Office Management. This may include testing based on reasonable suspicion, random testing and post-accident testing. If requested, an employee must submit to such testing (urine and/or breathalyzer) or will be subject to immediate dismissal.

I AGREE TO SUBMIT TO RANDOM DRUG &/OR ALCOHOL TESTING AS DEEMED NECESSARY BY THE SUPERINTENDENT AND WILL ABIDE BY THE RESULTS OF THE TEST, WHICH IF POSITIVE, WILL MEAN MY IMMEDIATE DISMISSAL.

EMPLOYEE'S SIGNATURE

DATE

VIKING CONSTRUCTION, INC. PRIMARILY DOES CONTRACT WORK FOR THE TEXAS DEPARTMENT OF TRANSPORTATION AND IS REQUIRED TO MOBILIZE TO JOB SITES ALL OVER THE STATE OF TEXAS, ARE YOU ABLE TO DO SO IF HIRED? ____ YES ____ NO

PHYSICAL REQUIREMENTS FOR THE PAVING CREW

It is imperative that all members of the paving construction crew meet the following requirements to insure the safety and health of every person and all property. Viking Construction, Inc. is committed to providing a safe workplace for our employees. Note that the company will provide reasonable accommodation to any applicant or employee with a disability, if the accommodations will enable the individual to perform the essential functions of the job. To assist in our commitment to safety, a member of the paving construction crew must have excellent eyesight and hearing and must be able to:

COMMUNICATE CLEARLY
CLIMB UP and DOWN 15 FEET
STOOP & BEND
SHOVEL

CHAIN, BIND & TARP LOADS
ENDURE HOT SUN
CLIMB TRAILERS & EQUIP.

LIFT (100 POUNDS OCCASIONALLY AND...100 POUNDS CONSISTENTLY- IF APPLYING FOR THE POSITION OF BAGGER)
DISTANCE WALK (3 MILES/PER DAY)
SHORT WALK (APPROXIMATELY 190 FEET PER MINUTE OR 2 MPH)
READ, SPEAK & UNDERSTAND ENGLISH (READ ROAD SIGNS, EQUIPMENT WARNINGS, HAZ MAT COMMUNICATIONS, ETC. AND COMMUNICATE IN REGARD TO TRAFFIC CONTROL, DIRECTIONS, WARNING OTHERS OR DANGER, ADVISING FOREMAN OF PROBLEMS, ETC.)

MUST NOT HAVE: ANY COMMUNICABLE DISEASE, WHICH CAN BE TRANSMITTED DURING WORK RELATED ACTIVITIES OR BY USING THE SAME LIVING, SLEEPING AND/OR EATING FACILITIES

AN OFFER OF EMPLOYMENT IS CONDITIONAL BASED ON THE SATISFACTORY RESULTS OF THE FOLLOWING:

- 1) PHYSICAL EXAMINATION
- 2) DRUG SCREENING TEST
- 3) DRIVER'S RECORD CHECK & LICENSE REQUIREMENTS
- 4) BACKGROUND CHECK

UNTIL CLEARANCE IS RECEIVED BY THE CORPORATE OFFICE, NO APPLICANT CAN BEGIN WORKING FOR VIKING CONSTRUCTION, INC.

APPLICANT AUTHORIZATION

I understand that Viking Construction, Inc. is not obligated to employ me because of this application. I also understand that if a job is offered to me and accepted that my employment may be terminated either by the company or me, at any time, with or without cause, and with or without notice. Only a written document signed by me and an officer of the company can change this at-will employment.

I authorize **VIKING CONSTRUCTION, INC.** to make such investigations and inquiries of my personal, employment, financial or medical history, motor vehicle report and other related matters as may be necessary in arriving at an employment decision. (*Inquiries regarding medical history will be made only if and after a conditional offer of employment has been extended.*)

I hereby release employers, schools, health care providers, State & Federal Agencies and other persons from all liability in responding to inquiries and releasing information in connection with this 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 also understand that I am required to abide by all rules and regulations of **VIKING CONSTRUCTION, INC.** I understand that business needs require me to be flexible in my work schedule and assignments, and I accept such changes as conditions of my continuing employment. I certify 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. I understand that any false statement or omission may disqualify me from consideration for employment and may be considered a basis for termination if discovered at a later date.

APPLICANT'S SIGNATURE

DATE