

CRITERIA FOR EMPLOYMENT – AVR, INC AND AFFILIATES
(AN EQUAL OPPORTUNITY EMPLOYER)

READ CAREFULLY – YOUR EMPLOYMENT DEPENDS ON YOU MEETING CERTAIN CRITERIA

Pre-Employment Medical Examination:fp

- A pre-employment physical examination is required for ALL POTENTIAL EMPLOYEES
- All newly hired employees are on PROBATION for 45-days.
- The pre-employment physical will include a “Medical Questionnaire and Examination,” a “Substance of Abuse” (Drug/Alcohol Test) and a spectrum, all with interpretations.
- Employment is conditional on satisfactory results from the pre-employment medical examination. If you have been put to work prior to the above testing, YOU ARE PROBATIONARY and your employment is conditional on the results of the pre-employment medical examination.

Employment Criteria – Applicants will be refused if they fail to meet the following criteria:

- No alcohol or drug violations within the last FIVE years.
- Possess a valid driver’s license of the type and class designated by the State of Minnesota for any type of vehicle that you may drive in your work classification. Under any circumstances, employment is contingent upon a valid driver’s license and a satisfactory driving record.
- Not more than TWO moving violations (equipment violation accepted) in the last three years, or more than FOUR in the last five years.

Age and Experience for employees that will use company or personally owned vehicles:

- Trucks over 1 ton and tractor/Trailers –Age 21; Pick-ups, Private Passenger and Vans – Age 18.
- Two years experience in a vehicle of like size and configuration.

Driver Tests for Heavy Trucks and Mixers:

- Before being considered for hiring, all new driver applicants will be required to take and pass a driving test.
- Driving tests will consist of a road test in a vehicle like a vehicle that would be used in the job for which you are applying. When taking the road test an assigned driver that is qualified in a like truck will accompany the applicant.
- When the assigned test driver feels he has demonstrated to the applicant the proper operating instructions for the vehicle, he/she will then require the applicant to drive the truck. The applicant will drive the truck; both empty and loaded according to the wishes of the assigned driver.
- A road test should be of a least one-half hour duration and usually no more than four hours.
- Applicants will not be paid during the testing period.
- The company reserves the right to test any applicant (not all applicants will be tested, only those that in the company’s opinion, qualify as a potential employee).
- Upon passing a road test, the applicant will be considered for employment.
- The passing of a road test does not imply, in any manner or guarantee, that an offer of employment has been made.
- The Company Operations Manager his/her decision will interpret all test results, objective and subjective will be final.

Driver Training if needed:

- After having passed a driving test, some applicants may need additional training.
- If in the opinion of the “assigned driver” giving the test, or upon the determination of the Operations Manager, an applicant driver is deemed to require additional training, he/she will be given some additional driving time, under supervision, before being assigned to his own truck.

I understand that my employment, if I am accepted, is PROBATIONAY for 45-days and is contingent upon verification of all the criteria above as it applies to me, including my driving records upon the satisfactory results of my medical examinations, Substance of Abuse Test and the spectrum and all interpretation reports.

**Employment – At will – Statement: Employment if offered is at the sole discretion of the employer.
Termination of employment with or without cause is a management right.**

I have answered all questions honestly and to the best of my ability. I understand that if I am hired and it is found that I falsified any information, that my employment may be terminated immediately.

I hereby acknowledge that I have received the position description and have read all the above criteria, requirements and statements and I acknowledge that I UNDERSTAND THEIR MEANING AND INTENT. I also understand that all of the duties of the position are not listed above and that I will perform these duties and other duties as directed by my supervisor and management.

Signed this date: _____

Printed Name: _____

Signature: _____