

AVR, INC. & AFFILIATES APPLICATION FOR NON_DRIVER EMPLOYMENT

14698 Galaxie Avenue
Apple Valley, MN 55124
(An Equal Opportunity Employer)

Notice: AVR, Inc. & Affiliates requires that applicants present themselves in person and personally complete and sign at our office (or specified project or job site hiring office) the Employer's original employment application form and will not accept photocopied, mailed, faxed, e-mailed or third-party applications or unsolicited employment referrals from any source.

AVR, Inc. & Affiliates is an equal employment opportunity employer and will not discriminate against any applicant or employee on any grounds protected under federal, state, or local law, including race, color, religion, creed, age, sex, national origin, ancestry, marital status, familial status, pregnancy, disability (including those related to pregnancy or childbirth), sexual orientation, genetic information, complaining in good faith to the Employer or to a public authority, status with regard to public assistance, membership or non-membership in a labor organization, military, National Guard or reserve service, or any other characteristic or activity protected under federal, state or local law. None of the questions in this application is intended to elicit information regarding any protected characteristic(s), nor imply any limitation, illegal preference or discrimination based upon non-job-related information or protected characteristic(s). AVR, Inc. & Affiliates complies with all applicable legal requirements in its hiring process and related tests and background checks.

If you are hired by AVR, Inc. & Affiliates 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. Similarly, if you are hired, AVR, Inc. & Affiliates will have the right to terminate your employment at any time, for any reason, with or without cause, notice or prior warning or discipline. No AVR, Inc. & Affiliates supervisor or manager has the authority to offer or promise anything other than at-will employment, and no subsequent transfer, promotion or change in your employment will affect your at-will employment status.

NOTICE: THE LAW AND/OR POLICIES OF AVR, INC. & AFFILIATES MAY DISQUALIFY AN INDIVIDUAL WITH A PARTICULAR CRIMINAL HISTORY BACKGROUND FROM EMPLOYMENT IN PARTICULAR POSITIONS

Answer ALL Questions Completely and Accurately - Please Print - Be Sure to Complete ALL Questions Fully and Accurately!

Full Name: _____ Date: _____

Address: _____ City: _____ State: _____ Zip: _____

Telephone No: (_____) _____

What kind of work are you applying for? _____

What special qualifications do you have for this position? _____

What machines can you operate? _____

Are you 16 years or older? (Answer Yes or No) _____

If hired, can you furnish proof that you are eligible to work in the United States? (Answer Yes or No) _____

DRIVERS LICENSE INFORMATION - FOR POSITIONS REQUIRING DRIVING

If your employment requires you to drive any vehicle or equipment as part of your work duties, your motor vehicle driving records must be and will be verified before your employment begins.

License Number _____ Class _____ State _____

What date does your license expire? _____

EDUCATION

Name of School	City and State	Course of Study
High		
College		
Other		

WORK EXPERIENCE

List last **FIVE** years of experience.

Company	From/To	Duties	Salary Start/Finish	Reason for Leaving

Were any of your previous jobs designated as a safety sensitive function subject to the drug and alcohol testing? (Answer Yes or No) _____

If **YES**, please list previous employer's names _____

Have you ever been fired, laid off or asked to resign by an employer? (Answer Yes or No) _____

If yes, please explain: _____

REFERENCES

Give complete address and telephone numbers. DO NOT list friends and relatives – We request at least **TWO** supervisors or co workers.

Name	Address / Phone	Relationship

You may be asked to provide a medical history, submit to a drug and/or alcohol test and/or physical/medical examination if you are made a conditional offer of employment. Are you willing to do so? (Answer Yes or No) _____

ACKNOWLEDGMENT: PLEASE READ AND SIGN (if you agree)

By my signature below, I promise that the information provided in this employment application (and any related information provided by me) is true and complete, and I understand that any false or misleading information or significant omissions may disqualify me from further consideration for employment, and may lead to my dismissal from employment, if discovered at a later date, no matter how long I have been employed. I agree to immediately notify AVR, Inc. & Affiliates if I should be convicted of or plead guilty to any crime during my period of employment if hired by AVR, Inc. & Affiliates.

I authorize AVR, Inc. & Affiliates (the "Employer") to obtain and/or to provide any and all information and opinion which the Employer elects to obtain, use or provide in connection with my application for employment and/or any employment with the Employer, prior to, during and after my employment. Such information and opinion may be sought from any and all prior employers (except as noted above), schools or other persons or organizations who may have information the Employer deems relevant in connection with my application for employment and during my employment, and may be provided by the Employer in response to any request for information and opinion concerning my employment or my separation from employment with the Employer, to any and all banks or mortgage companies, governmental agencies, insurers, prospective employers or other schools, persons or organizations deemed appropriate for receipt of such information by the Employer. I understand that the Employer may provide any and all information and opinion, which may include, but is not limited to, opinions about my conduct, performance, attendance, or any other aspect of my reputation or character, which may be positive or negative. I agree to hold the Employer (including its principals, employees, agents, consultants, attorneys and insurers) and any such other employer, school, person or organization providing or receiving any such information and opinion, harmless and free of any and all claims or causes of action arising from any such provision or receipt of information and opinion, no matter what its character.

I UNDERSTAND THAT THIS APPLICATION DOES NOT CREATE A CONTRACT OF EMPLOYMENT. I UNDERSTAND THAT, IF HIRED, I AM OBLIGATED TO COMPLY WITH ANY AND ALL CURRENT AND SUBSEQUENTLY ADOPTED AVR, INC. & AFFILIATES POLICIES, AND THAT AVR, INC. & AFFILIATES DOES NOT OFFER CONTRACTS, PROMISES OR REPRESENTATIONS RELATED TO EMPLOYMENT. I UNDERSTAND AND AGREE THAT, IF HIRED, MY EMPLOYMENT IS FOR NO DEFINITE PERIOD OF TIME, AND MAY, REGARDLESS OF THE DATE OF PAYMENT OF WAGES OR SALARY, BE TERMINATED AT ANY TIME FOR ANY REASON, WITH OR WITHOUT CAUSE, NOTICE OR PRIOR WARNING OR DISCIPLINE. I UNDERSTAND THAT NO PERSON IS AUTHORIZED TO CHANGE ANY OF THE TERMS STATED IN THIS EMPLOYMENT APPLICATION.

Applicant's Signature _____

Date _____

This form has been designed to comply with State and Federal Fair Employment Practice Laws prohibiting employment discrimination.