

Have you served in the Military? _____ If Yes, which Branch and rank and nature of discharge? _____

Briefly describe any military training or experience related to position applied for _____

Have you ever worked in a position similar to the one for which you are applying? _____

If experienced in using tools or equipment which might be helpful on this job, or if you hold a state journeyman or any relating public or private licenses, certificates or competency cards, please provide details, including issuing authority and any license or other numbers _____

Where have you gained this experience? _____

Are you acquainted with anyone who is or was employed by our Company? Yes No If yes, who, and how do you know them? _____

WORK HISTORY -- List all employers during last ten years, with present or last employer first. If more space is needed, use additional pages.

EMPLOYER NAME, ADDRESS & TELEPHONE	POSITION & FINAL PAY RATE	SUPERVISOR'S NAME & TITLE	DATES OF EMPLOYMENT
_____ _____ _____ _____ _____ _____ _____	Position: _____ _____ Duties: _____ _____ _____ Circle: Part-time/Full-time Final Pay Rate: _____		From: _____ To: _____ Reason for leaving: _____ _____ _____ _____
_____ _____ _____ _____ _____ _____ _____	Position: _____ _____ Duties: _____ _____ _____ Circle: Part-time/Full-time Final Pay Rate: _____		From: _____ To: _____ Reason for leaving: _____ _____ _____ _____
_____ _____ _____ _____ _____ _____ _____	Position: _____ _____ Duties: _____ _____ _____ Circle: Part-time/Full-time Final Pay Rate: _____		From: _____ To: _____ Reason for leaving: _____ _____ _____ _____
_____ _____ _____ _____ _____ _____ _____	Position: _____ _____ Duties: _____ _____ _____ Circle: Part-time/Full-time Final Pay Rate: _____		From: _____ To: _____ Reason for leaving: _____ _____ _____ _____

List all Periods of Unemployment Since You Finished School.	From: _____	To: _____
	From: _____	To: _____
How did you spend this time? (Please do not provide any specific information related to medical conditions.) _____		

Have you ever been fired, laid off or asked to resign by an employer? Yes No If yes, please explain _____

May we contact the employers listed above? Yes No If no, please explain _____

Are you on layoff status and eligible for recall or eligible for referral for hire by a hiring hall or employment service? Yes No

REFERENCES: Give the names of three persons not related to you, whom you have known at least one year, as references we can contact.

INDIVIDUAL'S NAME	PHONE	COMPLETE ADDRESS	TYPE OF BUSINESS	YEARS ACQUAINTED
1.				
2.				
3.				

D & G Excavating, Inc. requires that its employees be available for work throughout Minnesota and beyond as work requires. Are you prepared to work, including overnight stays on occasion, wherever D & G Excavating, Inc. may assign you?

Yes No If no, please explain _____

D & G Excavating, Inc. requires that each employee purchase a specified set of tools as a condition of employment. Each individual employee is responsible for having access to these tools each day, and the employee is responsible for transporting his/her own tools to each project or job site. Are you willing to purchase such tools and do you have a valid drivers license and access to a vehicle sufficient to transport tools to and between job sites on a daily basis?

Yes No If no, please explain _____

Do you plan to work for any other employer or engage in self-employment during your period of employment with D & G Excavating, Inc.?

Yes No If yes, please explain _____

Are there any employer policies, requirements, terms or conditions of employment or types of work which you are unwilling to accept if you are offered employment?

Yes No If yes, please explain _____

Have you ever worked in our industry at any time not listed above:

Yes No If yes, give details _____

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?

Yes No

D & G Excavating, Inc. has policies on sexual harassment and equal employment opportunity, policies which require employees to perform all assigned work and mandatory overtime, policies requiring wage or salary deduction authorizations by employees for employer property, debts or monies not returned or repaid, an at-will employment policy, solicitation and distribution policies and policies requiring employees to observe all standards of conduct, policies and work rules of D & G Excavating, Inc., and, for certain employees, confidentiality, non-solicitation and/or non-competition agreement requirements. Do you agree, if hired, to comply with these and all other current or subsequently adopted D & G Excavating, Inc. policies and requirements?

Yes No If not, please explain _____

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 D & G Excavating, Inc. if I should be convicted or plead guilty to any crime while my job application is pending, or during my period of employment if hired by D & G Excavating, Inc..

I authorize D & G Excavating, Inc. (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 are 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 D & G EXCAVATING, INC. POLICIES, AND THAT D & G EXCAVATING, INC. 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 MENTIONED IN THIS EMPLOYMENT APPLICATION.

Applicant's Signature _____

Date _____