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| First Name Last Name Middle | Date  Click or tap here to enter text. |
| Present Street Address  Click or tap here to enter text. | Home Telephone  ( Click or tap here to enter text. )Click or tap here to enter text. |
| City, State, Zip  Click or tap here to enter text. | Mobile Telephone  ( Click or tap here to enter text. )Click or tap here to enter text. |

**Please print clearly and answer all questions fully.**

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| Have you ever worked for this company before?  Yes  No If yes, when? Month and year: Click or tap here to enter text. | Email Address  Click or tap here to enter text. |
| Position(s) Desired Click or tap here to enter text. | When will you be available to begin work? Click or tap here to enter text. |
| How did you learn about the Interstate Barricades and this position? (Please be specific)  Click or tap here to enter text. | |
| Are you legally eligible for employment in the United States?  Yes  No  Proof of citizenship or immigration status will be required upon employment. | Are you over 18 years of age?  Yes  No  If not, employment is subject to verification of age. |
| Have you ever been convicted, pled guilty or pled no contest to a criminal offense, either a misdemeanor or felony, which has not been annulled, expunged or sealed by court?  No Yes  If yes, explain: Click or tap here to enter text.  Answering “yes” to this question does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account. | |

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| **EMPLOYMENT**  *Please give accurate, complete full-time and part-time employment record. Start with your present or most recent employer.* | |
| Company Name Click or tap here to enter text. | Telephone  ( Click or tap here to enter text. )Click or tap here to enter text. |
| Address Click or tap here to enter text. | Employed – (state month and year)  From Click or tap here to enter text. ToClick or tap here to enter text. |
| Name of Supervisor Click or tap here to enter text. | Weekly pay  Start Click or tap here to enter text. Last Click or tap here to enter text. |
| Job Title and Describe Your Work Click or tap here to enter text. | Reason for Leaving Click or tap here to enter text. |
| Company Name Click or tap here to enter text. | Telephone  ( Click or tap here to enter text. )Click or tap here to enter text. |
| Address Click or tap here to enter text. | Employed – (state month and year)  From Click or tap here to enter text. ToClick or tap here to enter text. |
| Name of Supervisor Click or tap here to enter text. | Weekly pay  Start Click or tap here to enter text. Last Click or tap here to enter text. |
| Job Title and Describe Your Work Click or tap here to enter text. | Reason for Leaving Click or tap here to enter text. |
| Company Name Click or tap here to enter text. | Telephone  ( Click or tap here to enter text. )Click or tap here to enter text. |
| Address Click or tap here to enter text. | Employed – (state month and year)  From Click or tap here to enter text. ToClick or tap here to enter text. |
| Name of Supervisor Click or tap here to enter text. | Weekly pay  Start Click or tap here to enter text. Last Click or tap here to enter text. |
| Job Title and Describe Your Work Click or tap here to enter text. | Reason for Leaving Click or tap here to enter text. |
| Please explain any gaps in your employment history: Click or tap here to enter text. | |
| Is there any employer listed above you do not wish us to contact?  Reason:Click or tap here to enter text. | Have you ever been discharged or required to resign from a position?  No Yes If yes, explain: Click or tap here to enter text. |
| **APPLICATION FOR EMPLOYMENT** | |

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| School | Name and Location  Of School | No. of Years Completed  Dates Attended | Degree or  Diploma |
| Highest Education Level | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| Additional Education | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| Business/Trade/Technical | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| Military Experience/Training | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |

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| Professional References | | | |
| Name | Company | Phone | Relationship |
| Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
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| **APPLICANT AUTHORIZATION TO CONTACT EMPLOYERS & REFERENCES**  Interstate Companies is an **Equal Opportunity Employer** which makes employment decisions without regard to race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, genetic information, veteran status, or any other basis that is prohibited by law. The Company also makes reasonable accommodations to individuals with impairments. If employed, I understand that if I need an accommodation, as defined by law, I should notify the Company.  I understand the Company is required to comply with the **Immigration Reform and Control Act** of 1986. The Company may not hire anyone who is not a citizen of the United States or is not authorized to work in the U.S. As a condition of employment, all new and rehired employees must complete the Employment Eligibility Verification Form I-9 and must show valid proof that they are eligible to work in the United States (this requires presenting documentation which establishes both identity and employment eligibility within three (3) days of their hire date.)  The Company uses and complies with **E-Verify** in accordance with State and Federal Guidelines. E-Verify is an Internet-based system that compares information from an employee's Form I-9, Employment Eligibility Verification, to data from U.S Department of Homeland Security and Social Security Administration records to confirm employment eligibility.  I certify that answers given herein are true and complete to the best of my knowledge. I understand that, in the event of an offer of employment or employment with the Company; I will be subject to dismissal, or the offer revoked, if any information that I have given in this application is false or misleading or if I have failed to give any information requested, regardless of the time elapsed after discovery.  I understand that nothing contained in this employment application or in the granting of an interview(s) is intended to create a contract between me and the Company for either employment or the provision of any benefits. I further understand that employees of Interstate Companies are employed “at-will”, employed for no specific period of time, and that employment may be terminated by the Company or the employee, with or without cause and with or without prior notice. This employment at-will status cannot be altered in any way by any oral or written statements, polices or practices and can only be altered or modified by a written employment contact signed by the President of the Company.  Further, I give Interstate Companies the right to investigate the accuracy of all statements contained in this Application for Employment (including references, employers, and educational institutions) as may be necessary in arriving at an employment decision except as specifically requested otherwise.  **I certify that the information given in this application is true and complete to the best of my knowledge and that I have not knowingly omitted any information that may impact the employment decision. I understand that the information may be verified by the Company, and I hereby authorize the investigation of all statements contained in this application for employment and hereby release past and present employers from all liability and damages whatsoever arising from the release of any and all information regarding my employment. I understand that false or misleading information given in my application or interview(s) may result in my not being hired, or if hired, in my discharge from employment.**  **Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_** |

**WE ARE AN EQUAL OPPORTUNITY EMPLOYER**

*Prospective employees will receive consideration without discrimination because of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, genetic information, veteran status, or any other basis that is prohibited by law.*

E-Verify Logo

**EEO QUESTIONNAIRE**

**Applicant:**

To assist Interstate Companies in evaluating the effectiveness of our Equal Opportunity Employment Program, applicants are asked to voluntarily provide the following information. This section is separated prior to review of the application and will not be used in any employment decision, but for statistical purposes only.

**Position Applying for**:

**Date Applying**:

**I first learned about this job through:**

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| --- | --- | --- | --- |
| Walk-In | Job Announcement | Workforce Services | |
| Word of Mouth | Newspaper: | Website | |
| Employee Referral:  Name:\_Click or tap here to enter text.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Other: (explain)  Click or tap here to enter text.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | Rehire  Dates:\_Click or tap here to enter text.\_\_\_\_\_\_\_\_\_\_ |

**Please Complete the Following:**

**Gender**: (check one)  Female  Male

**Age:** (check one)  Over 40  Under 40

**Veteran?** (check one)  Yes  No

**Disability**: (check one)  Yes  No

If yes, do you need accommodation for any portion of the recruitment process?

Yes No If yes, please contact the company to discuss the accommodation(s) need.

**Ethnicity:** (check one)

American Indian or Alaskan Native

Asian or Pacific Islander

Black

Hispanic

White (not of Hispanic origin)

Other

Decline to State