



Norsemen Trucking, Inc.

106 East Main, Lake Mills, IA 50450

(800) 533-0510 (641) 592-5060 (641) 592-5066 (Fax)

QUALIFICATION APPLICATION

Norsemen Trucking, Inc. is an Equal Employment Employer and fully subscribes to the principles of Equal Employment Opportunity. It is the policy of Norsemen Trucking, Inc. to provide employment, compensation, and other benefits related to employment based on qualifications, without regard to race, color, religion, national origin, age, sex, veteran status, disability, or any other basis prohibited by federal or state law. In accordance with requirements of the Americans with Disabilities Act, it is the policy of Norsemen Trucking, Inc. to provide reasonable accommodations upon request during the application process to eligible applicants in order that they may be given a full and fair opportunity to be considered for employment. As an Equal Opportunity Employer, Norsemen Trucking, Inc. intends to comply fully with applicable federal and state employment laws and the information requested on this application will be used for purposes consistent with those laws. Applications are only accepted for positions currently available and will only be considered for ninety (90) days from today's date or the position applied for is filled, whichever occurs first.

Date of Application _____

Position(s) applied for _____ Location _____

Name _____ Social Security No. _____
Last First Middle

Address _____
Street City State Area Code & Phone number

Are you legally eligible to work in the United States? _____
(Proof of U.S. Citizenship or immigration status will be required upon employment)

In case of emergency notify _____
Name Relationship Phone #

Date of Birth ___/___/___ Have you applied here before? _____

Have you worked for this company before? _____ Where _____

Dates: From ___/___/___ to ___/___/___ Position _____

Are you now employed? _____ If not, how long since leaving last employment _____

May we contact your present employer? _____ Can you travel if a job requires it? _____

Date available to start _____ Rate of pay expected _____ Who referred you? _____

Have you ever been convicted of a criminal offense other than traffic? _____ Explain in detail on separate sheet.

Employment History

List ALL employment for past three (3) years, with any gaps accounted for.

EMPLOYER

Name _____ Job Title _____

Address _____ City _____ State _____

Zip _____ Phone No. _____ Salary _____

Dates: **FROM** _____ MONTH _____ YEAR **TO** _____ MONTH _____ YEAR

Supervisor _____ Reason for leaving _____

EMPLOYER

Name _____ Job Title _____

Address _____ City _____ State _____

Zip _____ Phone No. _____ Salary _____

Dates: **FROM** _____ MONTH _____ YEAR **TO** _____ MONTH _____ YEAR

Supervisor _____ Reason for leaving _____

EMPLOYER

Name _____ Job Title _____

Address _____ City _____ State _____

Zip _____ Phone No. _____ Salary _____

Dates: **FROM** _____ MONTH _____ YEAR **TO** _____ MONTH _____ YEAR

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Address _____ City _____ State _____

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Zip _____ Phone No. _____ Salary _____

Dates: **FROM** _____ MONTH _____ YEAR **TO** _____ MONTH _____ YEAR

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Name _____ Job Title _____

Address _____ City _____ State _____

Zip _____ Phone No. _____ Salary _____

Dates: **FROM** _____ MONTH _____ YEAR **TO** _____ MONTH _____ YEAR

Supervisor _____ Reason for leaving _____

EMPLOYER

Name _____ Job Title _____

Address _____ City _____ State _____

Zip _____ Phone No. _____ Salary _____

Dates: **FROM** _____ MONTH _____ YEAR **TO** _____ MONTH _____ YEAR

Supervisor _____ Reason for leaving _____

EMPLOYER

Name _____ Job Title _____

Address _____ City _____ State _____

Zip _____ Phone No. _____ Salary _____

Dates: **FROM** _____ MONTH _____ YEAR **TO** _____ MONTH _____ YEAR

Supervisor _____ Reason for leaving _____

GENERAL

Have you served in the U.S. Armed Forces? _____ Branch _____ From ___ / ___ to ___ / ___

Rank at Discharge _____ Date of Discharge or Release _____

In order for you to drive a company or released vehicle for Norsemen Trucking Inc., you must have a valid Class "A" commercial motor vehicle license from your state of residence. Do you have such a license? _____

Have you ever been denied a license, permit, or privilege to operate a motor vehicle? _____

Have you ever had any license, permit, or privilege suspended or revoked? _____

If the answer to either of the above is yes, then attach a statement giving details. Information will be used only if job related.

LIST ALL DRIVER'S LICENSES YOU HAVE HELD IN THE PAST THREE (3) YEARS

STATE	LICENSE NO.	TYPE	EXPIRATION DATE	ENDORSEMENTS
DRIVER'S _____				
LICENSE _____				

LIST ALL ACCIDENTS/INCIDENTS (REGARDLESS OF FAULT) FOR PAST 3 YEARS

Date	Type of Accident (head-on, rear-end, turning, etc.)	Preventability	Injuries/Fatalities
Last Accident/Incident			
Next Previous			
Next Previous			
Next Previous			

LIST ALL TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (Other than Parking)

Location	Date	Charge	Penalty

MAINTENANCE EXPERIENCE AND QUALIFICATIONS (for Mechanics)

List courses and training in maintenance:

Indicate training and experience in the following:

Training	Years Exp	Training	Years Exp
Driver Line Components		Body Work	
Diesel Engine Tune-up & Rebuild		Electrical Repair	
Gas Engine Tune-up & Rebuild		Frame & Wheel Alignment	
Tire Service		Brakes	
Trailer Repair		Cooling System	
Preventive Maintenance		Safety Lane Inspections	
Reefer Refrigeration		Air Conditioning	

Show equipment you can operate:

Training	Years Exp	Training	Years Exp
Woodworking Equipment		Wheel & Tire Balancing	
Sheet Metal Equipment		Tire Mounting Equipment	
Frame & Axle Straightening		Engine Dynamometer	
Engine Rebuilding Equipment		Chassis Dynamometer	
Diesel Injection Equipment		Magnetic Crack Detector	
Electric Welder		Engine Analyzer	
Oxyacetylene Welder		Noise Measuring Equipment	
Paint Spray Gun		Smoke Measuring Equipment	

List ACE Certifications:

SPECIALIZED SKILLS

Check Skills/Equipment Operated

- A/C
- Cat Engine
- CDL License
- Cummings Engine
- DDEC
- Detroit Engine
- Welding

Other (list):

EDUCATION

Circle highest grade attended: 8 9 10 11 12 Trade/Tech School College: 1 2 3 4 +

Last school attended: _____
Name City

List Degree(s) and awards you hold and from whom:

PERSONAL REFERENCES

Please name three:

Name _____ Phone Number _____

Address _____

City _____ State _____ Zip _____

Name _____ Phone Number _____

Address _____

City _____ State _____ Zip _____

Name _____ Phone Number _____

Address _____

City _____ State _____ Zip _____

Applicant Must Read, Initial, Sign and Date

This certifies that I completed this application, and that all entries on it and information in it are true and complete. I hereby certify that I have read and fully understand this application. Prior to signing below, I had the opportunity to ask Norsemen Trucking, Inc. about, and clarify any questions I might have had concerning this application form. _____(Initial)

I affirm that I have a genuine intent and no other purpose in applying for a job with this company. I hereby certify that the answers given by me on this application form are all true and correct. I understand and agree that any misrepresentations or intentional omissions made by me on this application, on other documents used by Norsemen Trucking, Inc. in support of this application, and/or made during any interviews conducted in conjunction with my application for a position, will be sufficient reason to render me ineligible or result in my subsequent termination by Norsemen Trucking, Inc. at any time, and I understand and agree that the denial of position or my termination for such grounds shall be without liability to Norsemen Trucking, Inc. I also understand that if hired, I will be on a six (6) month probation and may be disqualified and subsequently terminated without recourse. _____ (Initial)

I authorize Norsemen Trucking, Inc. to make such investigations and inquiries of my personal references, past employment, driving record (when job related), education, criminal record, including character and general reputation and/or other job related matters as may be necessary in arriving at an employment decision. I hereby release employers, supervisors, educational institutions, or other persons from all liability in responding to inquiries in connection with my application. I authorize a copy or facsimile of this form to be as valid as the original. _____(Initial)

I understand Norsemen Trucking, Inc. does not enter into employment contracts with employees, and that this application does not constitute a job offer, either expressed or implied. Norsemen Trucking, Inc. does not guarantee a position, and that an employment contract is not created in the event I may be eventually offered a position. Further, I understand and agree that no representative of Norsemen Trucking, Inc. has the authority to enter into any agreement, either expressed or implied, or commit to the utilization of my services for any specified period of time. _____(Initial)

I understand and agree that this application is limited to the specific position for which I am applying, and that it will remain in an active status for a period ninety (90) days from that application date, and that if I am not offered the position for which I am applying within the ninety (90) day period of this application, I will not be considered for other positions or openings. I understand that I may reapply with Norsemen Trucking, Inc. under the same conditions, by completing and submitting a new application. _____(Initial)

I understand also, that I will be expected to, and agree to abide by all work and safety rules of the Company as required or permitted by law. I understand and agree that my failure to abide by any rule will be sufficient reason for my termination by Norsemen Trucking, Inc. at any time, and I understand and agree that my termination for such ground shall be without liability to Norsemen Trucking, Inc. _____(Initial)

I understand and fully agree that this application is limited to the specific position for which I am applying. I understand and agree that in order to be offered a position, I must be able to perform the essential functions of the job (without, or with reasonable accommodation as may be required). _____(Initial)

Applicant Signature

Date