

Davids Hydro Vac, Inc. Employment Application

14461 Lake Drive NE
Columbus, MN 55025

7870 218th Street W
Lakeville, MN 55044

2360 South Rollie Avenue
Fort Lupton, CO 80621

NAME _____
(FIRST) (MIDDLE) (LAST)

ADDRESS _____
(STREET) (CITY) (STATE & ZIP CODE) (HOW LONG?)

DATE OF BIRTH _____ SOCIAL SECURITY NO. _____ HIRE DATE _____

TELEPHONE NUMBER _____ E-MAIL ADDRESS _____

PREVIOUS THREE YEARS RESIDENCY

(STREET) (CITY) (STATE & ZIP CODE) (HOW LONG?)

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LICENSE INFORMATION

Section 383.21 FMCSR states "No person who operates a commercial motor vehicle shall at any time have more than one driver's license." I certify that I do not have more than one motor vehicle license, the information for which is listed below.

STATE	LICENSE NO	TYPE	EXPIRATION DATE

ENDORSEMENTS: _____

ACCIDENT RECORD FOR PAST 3 YEARS OR MORE (ATTACH SHEET IF MORE SPACE IS NEEDED)

DATES	NATURE OF ACCIDENT (HEAD-ON, REAR-END)	NUMBER FATALITIES	NUMBER INJURIES	CHEMICAL SPILLS	
				YES	NO
				YES	NO
				YES	NO
				YES	NO

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 5 YEARS (OTHER THAN PARKING VIOLATIONS)

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DATE CONVICTED	VIOLATION	STATE OF VIOLATION	PENALTY

Have you ever been denied a license, permit or privilege to operate a motor vehicle? YES NO
If yes, please explain _____

Has any license, permit or privilege ever been suspended or revoked? YES NO
If yes, please explain _____

EMPLOYMENT RECORD

(ATTACH SHEET IF MORE SPACE IS NEEDED)

Applicants that desire to drive in intrastate/interstate commerce must provide the following information on all employers during the previous three years. You must give the same information for all employers you have driven a commercial motor vehicle for the seven years prior to the initial three years (total of ten years employment record).

Must list the complete mailing address: street number and name, city, state and zip code.

Gap Explanation: (explain any 30+ day gap from last employer to present)

LAST EMPLOYER: _____

SUPERVISOR NAME: _____

ADDRESS: _____

POSITION HELD: _____ FROM _____ TO _____ SALARY _____

REASON FOR LEAVING: _____

Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? YES NO

If yes, please provide the regulated vehicle(s) driven:

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (VAN, TANK, FLAT, ETC)	DATES DRIVEN DURING EMPLOYMENT FROM: TO:	APPROXIMATELY NUMBER OF MILES TOTAL

Was the previous job position designated as a safety sensitive function in any DOT (Department of Transportation) regulated mode subject to alcohol and controlled substances testing requirements as required by 49 CFR Part 40? YES NO

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 LAST EMPLOYER: _____
 SUPERVISOR NAME: _____
 ADDRESS: _____
 POSITION HELD: _____ FROM _____ TO _____ SALARY _____
 REASON FOR LEAVING: _____

Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? YES NO
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Gap Explanation: (explain any 30+ day gap from last employer to present)

 LAST EMPLOYER: _____
 SUPERVISOR NAME: _____
 ADDRESS: _____
 POSITION HELD: _____ FROM _____ TO _____ SALARY _____
 REASON FOR LEAVING: _____

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Was the previous job position designated as a safety sensitive function in any DOT (Department of Transportation) regulated mode subject to alcohol and controlled substances testing requirements as required by 49 CFR Part 40? YES NO

I certify that I have provided all employers in the previous 3 years and any periods of employment regulated by the Department of Transportation in the previous 10 years. No other employers were regulated under DOT/FMCSA in the previous 10 years _____
 (Initial)

EDUCATION

High School:	Location:
From: To:	Did you graduate? YES NO

College:	Location:
From: To:	Did you graduate? YES NO
Degree:	

REFERENCES

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Name:	Relationship:
Company:	Phone:
Name:	Relationship:
Company:	Phone:
Name:	Relationship:
Company:	Phone:

TO BE READ AND SIGNED BY APPLICANT

I authorize you to make sure investigations and inquiries to my personal, employment, financial, or medical history and other related matters as may be necessary in arriving at an employment decision. (Generally, inquiries regarding medical history will be made only if and after a conditional offer of employment has been extended). I hereby release employers, schools, healthcare providers and other persons from all liability in responding to inquiries and releasing information in connection with my application.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the Company.

I understand that information I provide regarding current and/or previous employers may be used, and those employer(s) will be contacted, for the purpose of investigating my safety performance history as required by 49 CFR 391.23 (d) and (e.) I understand that I have the right to:

- Review information provided by current/previous employers;
- Have errors in the information corrected by previous employers and for those previous employers to re-send the corrected information to the prospective employer; and
- Have a rebuttal statement attached to the alleged erroneous information if the previous employer(s) and I cannot agree on the accuracy of the information.

(DATE)

(APPLICANT'S SIGNATURE)

This certifies that I completed this application, and that all entries on it and information in it are true and complete to the best of my knowledge.

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(DATE)

(APPLICANT'S SIGNATURE)

Note: A motor carrier may require an applicant to provide information in addition to the information required by the Federal Motor Carrier Safety Regulations.

Core Values and Supplemental Questionnaire

Extended Employee: Here at DHV™ we view ourselves as an **Extended Employee**. We are more involved with our customers, we have a better understanding of projects, and we can often offer helpful advice from previous experiences. We understand that being willing, flexible, and approachable develops continuity. We offer a premium service which allows us to develop long lasting relationships with our customers.

Integrity: **Integrity** is how Davids™ maintains the high standard of excellence. Being up front and honest about our work and the value it brings to our customers, following through on all projects and never saying no when times get tough. We are a driven team and committed to doing the right thing for both the customer and the company. With a crew of employees that take pride in their work, we hold each other accountable for our actions and to ultimately follow through with what we say we are going to do.

Safety: With **Safety** in mind all the time at Davids™, we communicate all the needs of the customers with our employees with thorough training to be prepared so we can respond in a timely fashion. We as a company are cautious with every aspect of the job. We are aware of the dangers with everyday life, and we listen to all input. We as a company are not afraid to discipline anyone that does not follow the high standard that we set forth.

Atmosphere: The passionate **Atmosphere** here at DHV™ is family and team oriented. We employ the work hard- play hard mentality while setting clear expectations that anything less than 100 percent is not good enough. We are dedicated to continuously improve and strive toward perfection. Our enthusiastic staff displays an impressive amount of positive energy while keeping the customers profitability in mind. We enjoy celebrating our victories and promote within. Our work is impressive, and our employees are very resourceful, all while providing ultimate transparency.

Setting the Bar: Davids™ is **SETTING THE BAR** with our confidence, quality and knowledge. We have positive work habits which show in our efficient and timely work practices; thus, creating value for our customers. We are consistent and wise when it comes to anticipating our customers' needs. And all of this starts when we arrive at the shop and continues until we leave the shop.

Questionnaire:

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1. Do you have a clean driving record for the last 5 years? If not, please explain.
2. Do you have any experience in outdoor work environments such as construction/landscaping, utilities, etc.? We work year-round in all weather conditions.
3. Do you have, or are you willing to obtain a CDL-A license within 2 months of joining our team?
4. Attendance is paramount at DHV™. Do you have reliable transportation to and from our Columbus or Lakeville facilities?
5. Do you have a mechanical aptitude? Part of the laborers position is to help recognize mechanical issues before they become a problem - grease the equipment, perform small maintenance tasks, etc.
6. Do you have any equipment experience such as skid steer loaders?