ICSI
GENERAL CONTRACTOR

APPLICATION FOR EMPLOYMENT

2500 State Mill Rd. P.O. Box 13158
Grand Forks, ND 58208-3158
Tel: (701) 775-8480 Fax: (701) 775-8479
www.icsgf.com

ICS, Inc. is an EO / AA Employer

Industrial Contract Services, Inc. assures equal employment opportunity to applicants and employees in all aspects of personnel administration without regard to race, color, national origin, sex, age, marital status, public assistance status, religion, disability, or any other prohibited basis of discrimination, as provided under applicable state and federal law.

WE PROVIDE REASONABLE ACCOMMODATIONS TO THE KNOWN DISABILITIES OF APPLICANTS AND EMPLOYEES, UNLESS TO DO SO WOULD POSE AN UNDUE HARDSHIP. PLEASE FEEL FREE TO LET US KNOW IF YOU NEED AN ACCOMMODATION TO COMPLETE THE APPLICATION PROCESS OR TO PERFORM ANY ESSENTIAL ELEMENTS OF THE POSITION SOUGHT.

Position Applying For: (Circle ONE ONLY)

Laborer **Carpenter** **Concrete Finisher**

Eq. Operator **Welder** **Rod-Buster**

Mechanic **Trk. Driver** **Other** (Specify) _____

PERSONAL INFORMATION:

Date: _____

Name: _____
Last *First* *Middle Initial*

Mailing Address: _____
Street *City, State* *Zip Code*

Permanent Address: _____
Street *City, State* *Zip Code*

Telephone number where you can be reached? _____ Best Time - *Circle One* **A.M.** **P.M**

Are you 18 or older? *Circle One* **YES** **NO**

Are you legally eligible to work in the United States? *Circle One* **YES** **NO**

If hired, you will be required to submit documents sufficient to establish employment authorization and identity in compliance with the Immigration Reform and Control Act of 1986. While you need not provide this proof of citizenship or immigration status at the time you are interviewed, please be prepared to assure us that you can do so immediately upon being hired.

Do you have a Current, Valid Driver's License? *Circle One* **YES** **NO**
If YES, License Number and State: _____

Have you ever been employed here before? *Circle One* **YES** **NO** If YES, give date: _____

Have you filed an application here before? *Circle One* **YES** **NO** If YES, give date: _____

Have you ever been convicted of a felony? *Circle One* **YES** **NO** If YES, give date and describe: _____

Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The date of the offense, the nature of the offense, including any significant details that affect the description of the event, and the surrounding circumstances and the relevance of the offence to the position(s) applied for may, however, be considered.

Continued on Reverse Side

EDUCATION	Name/Location of School	# of Yrs. Attended	Did you Graduate	Subject(s) Studied
High School				
College				
Trade School				

Additional Education, Certifications, and Skills: _____

EMPLOYMENT HISTORY: Please list your three most recent employers.

List below the positions that you have held, starting with your present employment. If more than one position or classification has been held within a given organization, list each position or classification as a separate period of employment. Under "Work Performed", describe the tasks you performed and the nature of your supervisory, technical, or other responsibilities. ***Please Be Complete.*** *Your employment history may be verified by contacting previous employers unless you request otherwise.* ***Volunteer, military, or unpaid experience will be evaluated in the same manner as paid employment and should be entered in the same manner.*** *If you need more space, attach a separate sheet of paper. Please exclude organization names that indicate, for example, race, color, religion, sex, disability, or national origin.*

Dates	Name, Address, and Phone # of Past Employers	Rate or Salary	Position and Work Performed	Reason for Leaving
Start / End				
Start / End				
Start / End				

REFERENCES: Please name three persons, not related to you, whom you have known at least 1 yr.

Name	Address and Phone Number	Relationship	# Yrs. Acquainted

In Case of Emergency Notify: _____

Name Address Phone No.

I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, falsified statements on this application or during the interview process will result in rejection of my application or termination of my employment if I am hired, regardless of when discovered.

I authorize Industrial Contract Services. Inc. to thoroughly investigate my past employment, education, and references listed above. I release from all liability all persons, companies, and corporations providing such information, either in writing or orally. I also indemnify the Company against any liability that might result from making such investigation.

I understand that nothing contained in this Application for Employment or in the granting of an interview is intended to create a contract between Industrial Contract Services, Inc. and myself for either employment or for the providing of any benefit arising from employment. No promises of employment have been made to me. I understand and agree that, if hired, I have the right to terminate my employment at any time and Industrial Contract Services, Inc. retains the same right, regardless of any oral representations to the contrary. I further understand that, in accepting any offer of employment, that employment relationship is subject to a 45 calendar day **probationary period.** During which time either party may terminate the relationship without justifying cause. Any changes in this employment relationship must be made in writing.

Many of our worksites are security-sensitive and require an applicant / employee to obtain an entry-permit; this process involves a background check. Any offer of employment under these conditions is contingent on the individual's ability to secure an entry-permit to the worksite.

SIGNATURE: _____ **DATE:** _____

ICS, Inc. is a DRUG- and ALCOHOL-FREE Employer

Rev: May 2007

Incomplete or Unsigned Applications Will Not Be Considered.

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APPLICATION FOR EMPLOYMENT - *CONTINUED*

ICS, Inc. is an Equal Opportunity Employer

NAME (Print Clearly): _____

Are You Interested in Being Part of Our "Traveling Crew" and be available to Work Out-of-Town / Out-of State?

Circle One: **YES** (Complete this Form) **NO** (Stop Here)

ADDRESS: _____

_____

TELEPHONE: ( ) _____

Are You a U.S. Citizen? (Circle One) **YES** **NO**

Do You Possess a Military ID? (Circle One) **YES** **NO**

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