



APPLICATION FOR EMPLOYMENT

2500 State Mill Road, 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, creed, religion, national origin, sex, sexual orientation, gender identity, disability, age, marital status, military participation, citizenship status, membership or activity in a local human rights commission, status with regard to public assistance 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.

How did you find out about this job opening? : _____

Position Applying For: (check <u>ONE ONLY</u>)	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 - Check One
A.M. **P.M.**

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

Are you legally eligible to work in the United States? Check 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? Check One **YES** **NO**
 If YES, License Number and State: _____

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

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

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

APPLICATION FOR EMPLOYMENT - *CONTINUED*

ICS, Inc. is an Equal Opportunity/Affirmative Action Employer

NAME: _____

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

Check One: **YES** **NO**

ADDRESS: _____

TELEPHONE: () _____

Equal Opportunity/Affirmative Action Reporting

The rest of this form is **voluntary** and is not considered part of your application or personnel file. ICS gathers this information for record keeping and reporting for Federal and State laws.

Providing any information on this form does not factor in determining employment, conditions of employment or continuing employment.

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

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

Veteran Status? (Check One) **N/A**
Disabled Veteran
Veteran
Vietnam Era Vet

Race/Ethnic Identity (Check One) **White**
Hispanic/Latino
Black/African American
Asian
Alaskan Native/Native American
2 or More