



# EMPLOYMENT APPLICATION

Revision: 2 Date: 4/2/19

1303 Minnick Road | Bad Axe, MI 48413  
 Phone: (989) 269-6829 | FAX: (989) 269-8985  
 E-Mail: dwsalvage@dwsalvage.biz  
 Website: www.dwsalvage.biz

PLEASE PRINT CLEARLY

## EMPLOYMENT DESIRED

Position applying for: <b>Truck Driver</b>	Type of employment desired? <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Summer Only	When can you start?	Hourly salary desired:
How did you hear about this position? <input type="checkbox"/> Walk-In <input type="checkbox"/> By a Company Employee <input type="checkbox"/> Employment Agency <input type="checkbox"/> Career Center <input type="checkbox"/> Advertisement <input type="checkbox"/> D&W Website Job Posting			
If you were referred to D&W Salvage, please provide the name of the person or agency:			

## PERSONAL INFORMATION

Name (First, Middle Initial, Last):			
Address (Street, City, State, ZIP):			
Phone Number (land line):	Cell Phone Number:	E-mail address:	
Are you 18 years of age or older? <input type="checkbox"/> Yes <input type="checkbox"/> No	Are you presently capable, with or without accommodation, of performing the job for which you are applying? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Are you a U.S. Citizen, lawful resident of the U.S., or if hired, can you provide proof that you are authorized to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Driver's license type: <input type="checkbox"/> Operator <input type="checkbox"/> Chauffeur	License Number will need to be provided only <b>after</b> a job offer	CDL Group:	Endorsements:
Have you ever been <b>convicted</b> of a felony or a misdemeanor? <input type="checkbox"/> Yes <input type="checkbox"/> No		Have you ever been <b>arrested</b> for a felony? <input type="checkbox"/> Yes <input type="checkbox"/> No	
<i>Criminal convictions, by themselves, will not disqualify an applicant from employment; however, this information will be evaluated in relation to the nature of the work for which you may be considered.</i>			

## EDUCATION HISTORY

Did you receive? <input type="checkbox"/> High School Diploma <input type="checkbox"/> GED <input type="checkbox"/> HiSET	Post-Secondary Degree? <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's	Are you a veteran? <input type="checkbox"/> Yes <input type="checkbox"/> No If so, which branch:	
High School attended and location:	Highest Grade Completed:	Did you Graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Trade, business, or correspondence school attended and location:	Years Attended:	Did you Graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No	
College or University attended and location:	Years Attended:	Did you Graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Subjects of special study, professional/technical training, or special certifications completed while in school:			
Special skills, experience, qualifications, or volunteer activities, which you feel would aid in your employment with D&W Salvage:			

*You may exclude those which disclose your race, religion, national origin, gender, age, or disability.*

*D&W Salvage, Inc. is an Equal Opportunity Employer and does not discriminate based on race, religion, national origin, gender, uniformed service, height, weight, marital status, age, or disability.*

## EMPLOYMENT INFORMATION

Are you currently employed? <input type="checkbox"/> Yes <input type="checkbox"/> No If so, may we contact your present employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	Are you currently laid-off and subject to recall?: <input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever worked for D&W Salvage? <input type="checkbox"/> Yes <input type="checkbox"/> No If so, why did you leave?	Do you have any relatives working here? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, who?
Have you ever been discharged from a company? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please explain:	

## WORK HISTORY

(list most recent position first)

<b>1. Name of Employer:</b>		Name of Supervisor:	
Address (Street, City, State, ZIP):	May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	Phone Number:	
Position/Duties:		Date Hired:	Date Left:
Reason for leaving:		Starting Salary:	Final Salary:
<b>2. Name of Employer:</b>		Name of Supervisor:	
Address (Street, City, State, ZIP):	May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	Phone Number:	
Position/Duties:		Date Hired:	Date Left:
Reason for leaving:		Starting Salary:	Final Salary:
<b>3. Name of Employer:</b>		Name of Supervisor:	
Address (Street, City, State, ZIP):	May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	Phone Number:	
Position/Duties:		Date Hired:	Date Left:
Reason for leaving:		Starting Salary:	Final Salary:

*By indicating that we may contact your employer(s)/supervisor(s) listed above, you are hereby releasing any such employer or persons from any and all liability on account of furnishing lawful information.*

## TECHNICAL APPLICATION AND SKILLS

(please check only the areas in which you have experience)

General Areas	Support Areas	Technical Areas
<input type="checkbox"/> General Factory <input type="checkbox"/> Assembly/Production <input type="checkbox"/> Machine Operator (CNC, presses, etc.) <input type="checkbox"/> Heavy Equipment Operator <input type="checkbox"/> Customer Service <input type="checkbox"/> Clerical/Office Work <input type="checkbox"/> Management/Supervisory Role <input type="checkbox"/> Other (Please Specify)	<input type="checkbox"/> Janitorial <input type="checkbox"/> Hi-Lo/Forklift Operator <input type="checkbox"/> Inventory <input type="checkbox"/> Shipping/Receiving <input type="checkbox"/> Warehousing <input type="checkbox"/> Logistics <input type="checkbox"/> Truck Driver <input type="checkbox"/> Other (Please Specify)	<input type="checkbox"/> Maintenance <input type="checkbox"/> Welder <input type="checkbox"/> Torching <input type="checkbox"/> Machine Repair/Troubleshooting <input type="checkbox"/> Hydraulics <input type="checkbox"/> Computer/Data Entry <input type="checkbox"/> Accounts Payable/Accounts Receivable <input type="checkbox"/> Other (Please Specify)

## PERSONAL REFERENCES

(do not list relatives or former employers)

Name:	Occupation:	Phone Number:
Name:	Occupation:	Phone Number:
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**APPLICANT'S STATEMENT**

I authorize D&W Salvage, Inc. to contact my former employers, physicians, and all other relevant sources as it sees fit in order to verify the facts and information furnished about my qualifications and character. I release such employers, persons, or organizations from any and all liability on account of furnishing lawful information, and I waive any written notice of the realize of such records as may be required by state and federal law.

I authorize D&W Salvage, Inc. to inquire about my driving record with the State of Michigan, and I also authorize their insurance agent to provide them with the information found on this report.

I understand that any offer of employment is contingent on my satisfactory completion of a background check that will include my criminal history, department of motor vehicle records, other public records, and a reference check from current and former employers, references, and educational institutions. *(The proper consent and authorization forms will be provided if an offer of employment is made.)*

Do you agree to authorize a background and reference check?  Yes  No

I acknowledge that a conditional offer of employment is contingent on my satisfactory completion of a physical examination. If the results of the physical examination indicate that I cannot physically perform the essential functions of the position I have been offered, with or without a reasonable accommodation, the conditional offer is revoked and I will no longer be considered a qualified candidate for employment. *(The proper consent and authorization forms will be provided if an offer of employment is made along with a physical exam form to be completed by your physician.)*

Do you agree to have a medical exam, done at **your expense**, with a physician of your choice?  Yes  No

I acknowledge that D&W Salvage, Inc. is committed to a drug and alcohol-free environment, and that as such, a conditional offer of employment is contingent on my satisfactory completion of a drug and alcohol screening. If the results of the drug and alcohol screening indicate that I have tested positive for alcohol or drugs of abuse, the conditional offer of employment will be revoked and I will no longer be considered a qualified candidate for employment. As a part of D&W Salvage's commitment to a drug and alcohol-free workplace, I am also aware that certain rules and procedures are involved, including the following: *"My pre-employment screening will include drug and alcohol testing. I understand that D&W Salvage, Inc. also has a "for cause" and random drug and alcohol testing program and that I would be subject to such testing if employed."*

Do you agree to authorize a pre-employment drug and alcohol screening?  Yes  No

I understand that this application for employment will be considered active for a period of time not to exceed 12 months.

I understand that employment at D&W Salvage, Inc. is "at will". Employees of D&W Salvage, Inc. are free to terminate employment at any time with or without reason or notice. Likewise, D&W Salvage, Inc. has the right to terminate employment at any time with or without reason or notice.

With my signature below, I certify that the information on this application is true, complete, and correct to the best of my knowledge. I understand that falsification, misleading, misrepresentation, or omission of any information submitted in connection with my application or interview, whether in this document or not, may result in the withdrawal of a job offer or, if hired, in termination.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date