APPLICATION

930 Highway 2 Proctor, MN 55810

(An Equal Opportunity Employer)

Notice:

Hartel's Disposal is an equal employment opportunity employer and will not discriminate against any applicant or employee on any grounds protected under federal, state, or local law, including race, color, religion, creed, age, sex, national origin, ancestry, marital status, pregnancy, familial status, disability (including those related to pregnancy or childbirth), sexual orientation, genetic information, complaining in good faith to the Employer or to a public authority, status with regard to public assistance, membership or non-membership in a labor organization, military, National Guard or reserve service, or any other characteristic or activity protected under federal, state or local law. None of the questions in this application is intended to elicit information regarding any protected characteristic(s), nor imply any limitation, illegal preference or discrimination based upon non-job-related information or protected characteristic(s). Hartel's Disposal complies with all applicable legal requirements in its hiring process and related tests and background checks.

If you are hired by Hartel's Disposal you will be employed on an at-will basis. As an at-will employee, you may terminate your employment at any time, for any reason. Similarly, if you are hired, Hartel's Disposal will have the right to terminate your employment at any time, for any reason, with or without cause, notice or prior warning or discipline. No Hartel's Disposal supervisor or manager has the authority to offer or promise anything other than at-will employment, and no subsequent transfer, promotion or change in your employment will affect your at-will employment status.

NOTICE: THE LAW AND/OR POLICIES OF HARTEL'S DISPOSAL MAY DISQUALIFY AN INDIVIDUAL WITH A PARTICULAR CRIMINAL HISTORY BACKGROUND FROM EMPLOYMENT IN PARTICULAR POSITIONS

Answer ALL Questions Completely and Accurately - Please Print - Be Sure to Complete ALL Questions Fully and Accurately!

Positions Applied For_____ Date _____

Name _____ Current Date_____
First Middle Last

Have you ever been known by another name or by an alias? ◯ Yes ◯ No If yes, list all names or aliases:_____

Present Address_____

Permanent Address _____ Social Security No. _____

Telephone No. _____ Email Address _____

How did you hear of this job opening? Check all that apply: ☐ TV/Radio ☐ Billboard ☐ Facebook ☐ Indeed
☐ Trucks/Carts/Current Customer ☐ Other (please specify)_____

Were you referred to our Company by anyone? If so, who? _____

If hired, can you furnish proof that you are 18 years of age, or older? ◯ Yes ◯ No If no, explain _____

If hired, can you furnish proof that you are eligible to work in the United States? ◯ Yes ◯ No If no, explain _____

Have you applied for work or worked at our Company before? ◯ Yes ◯ No If yes, when, what position, and reason for leaving?

Are you available to work at any time of the day or week as needed, including overtime? ◯ Yes ◯ No
If no, please explain any work scheduling limitations_____

Date You Can Start _____

IF YOU WISH TO BE CONSIDERED FOR POSITIONS THAT REQUIRE DRIVING, PLEASE ANSWER THE FOLLOWING QUESTIONS. IF YOU WISH TO BE CONSIDERED FOR POSITION THAT REQUIRES DRIVING OF A COMMERCIAL VEHICLE, YOU MUST ALSO COMPLETE A (SEPARATE) CMV DRIVER APPLICATION.

Do you have a current, valid and unrestricted driver's license(s)? ◯ Yes ◯ No If yes, what class of license(s) and which state(s)?

_____

Have you ever had auto insurance denied or canceled?
◯ Yes ◯ No

Please provide education information if you wish to be considered now or in the future for a supervisory or office position:

Education	Name and Location of School	No. of Years	Did you Graduate?	Major
High School				
College				
Trade				
Business				

Have you served in the Military?_____ If Yes, which Branch and rank?_____

Briefly describe any military training or experience related to position applied for _____

Have you ever worked in a position similar to the one for which you are applying? _____

Are you acquainted with anyone who is or was employed by our Company? ◯ Yes ◯ No If yes, who, and how do you know them?

_____

WORK HISTORY -- List all employers during last ten years, with present or last employer first. If more space is needed, use additional pages. Do not omit any employment.

Employer Name, Address & Telephone	Position & Duties	Supervisor	Dates of Employment
_____ _____ _____ _____ _____ _____ _____ _____	Position: _____ _____ Duties: _____ _____ _____ _____ _____ _____ Circle one: Part-time / Full-Time ◯ ◯	Name: _____ _____ Are they still employed there? ◯ Yes ◯ No May we contact them? ◯ Yes ◯ No Telephone (w/area code): _____	From:_____ To: _____ Check One: ◯ Resigned ◯ Laid off ◯ Discharged What reason were you given, if 2 or 3: _____ _____ _____ _____

Employer Name, Address & Telephone	Position & Duties	Supervisor	Dates of Employment
_____ _____ _____ _____ _____ _____ _____ _____	Position: _____ _____ Duties: _____ _____ _____ _____ _____ _____ Circle one: Part-time / Full-Time	Name: _____ _____ Are they still employed there? Yes No May we contact them? Yes No Telephone (w/area code): _____	From:_____ To: _____ Check One: Resigned Laid off Discharged What reason were you given, if 2 or 3: _____ _____ _____ _____

Employer Name, Address & Telephone	Position & Duties	Supervisor	Dates of Employment
_____ _____ _____ _____ _____ _____ _____ _____	Position: _____ _____ Duties: _____ _____ _____ _____ _____ _____ Circle one: Part-time / Full-Time	Name: _____ _____ Are they still employed there? Yes No May we contact them? Yes No Telephone (w/area code): _____	From:_____ To: _____ Check One: Resigned Laid off Discharged What reason were you given, if 2 or 3: _____ _____ _____ _____

List all Periods of Unemployment Since You Finished School.

From: _____ To: _____
From: _____ To: _____

How did you spend this time? (Do not provide any specific information related to medical conditions. Do not provide information related to incarceration.)

_____

Have you ever been fired, laid off or asked to resign by an employer? ◯ Yes ◯ No If yes, please explain:

_____

_____

Are you on layoff status and eligible for recall or eligible for referral for hire by a hiring hall or employment service? ◯ Yes ◯ No

REFERENCES: Give the names of three persons not related to you, whom you have known at least one year, as references we can contact.

INDIVIDUAL'S NAME	PHONE	COMPLETE ADDRESS	TYPE OF BUSINESS	YEARS ACQUAINTED
1.				
2.				
3.				

Hartel's Disposal requires that its employees be available for work throughout Minnesota and beyond as work requires. Are you prepared to work, including overnight stays on occasion, wherever Hartel's Disposal may assign you?
◯ Yes ◯ No If no, please explain_____

Do you plan to work for any other employer or engage in self-employment during your period of employment with Hartel's Disposal?
◯ Yes ◯ No If yes, please explain _____

Are there any employer policies, requirements, terms or conditions of employment or types of work which you are unwilling to accept if you are offered employment?
◯ Yes ◯ No If yes, please explain _____

Have you ever worked or provided independent contractor services in our industry at any time not listed above:
◯ Yes ◯ No If yes, give details _____

You may be asked to provide a medical history, submit to a drug and/or alcohol test and/or physical/medical examination if you are made a conditional offer of employment. Are you willing to do so?
◯ Yes ◯ No

Hartel's Disposal has policies on sexual harassment and equal employment opportunity, policies which require employees to perform all assigned work and mandatory overtime, policies requiring wage or salary deduction authorizations by employees for employer property, debts or monies not returned or repaid, an at-will employment policy, a complaint policy, solicitation and distribution policies and policies requiring employees to observe all standards of conduct, policies and work rules of Hartel's Disposal, and, for certain employees, confidentiality, non-solicitation requirements. Applicants may review these policies at our office. Do you agree, if hired, to comply with these and all other lawful current or subsequently adopted Hartel's Disposal policies and requirements?
◯ Yes ◯ No If not, please explain _____

ACKNOWLEDGMENT: PLEASE READ AND SIGN (if you agree)

By my signature below, I promise that the information provided in this employment application (and any related information provided by me) is true and complete, and I understand that any false or misleading information or significant omissions may disqualify me from further consideration for employment, and may lead to my dismissal from employment, if discovered at a later date, no matter how long I have been employed. I agree to immediately notify Hartel's Disposal if I should be convicted of or plead guilty to any crime during my period of employment if hired by Hartel's Disposal.

I authorize Hartel's Disposal (the "Employer") to obtain and/or to provide any and all information and opinion which the Employer elects to obtain, use or provide in connection with my application for employment and/or any employment with the Employer, prior to, during and after my employment. Such information and opinion may be sought from any and all prior employers (except as noted above), schools or other persons or organizations who may have information the Employer deems relevant in connection with my application for employment and during my employment, and may be provided by the Employer in response to any request for information and opinion concerning my employment or my separation from employment with the Employer, to any and all banks or mortgage companies, governmental agencies, insurers, prospective employers or other schools, persons or organizations deemed appropriate for receipt of such information by the Employer. I understand that the Employer may provide any and all information and opinion, which may include, but is not limited to, opinions about my conduct, performance, attendance, or any other aspect of my reputation or character, which may be positive or negative. I agree to hold the Employer (including its principals, employees, agents, consultants, attorneys and insurers) and any such other employer, school, person or organization providing or receiving any such information and opinion, harmless and free of any and all claims or causes of action arising from any such provision or receipt of information and opinion, no matter what its character.

I UNDERSTAND THAT THIS APPLICATION DOES NOT CREATE A CONTRACT OF EMPLOYMENT. I UNDERSTAND THAT, IF HIRED, I AM OBLIGATED TO COMPLY WITH ANY AND ALL CURRENT AND SUBSEQUENTLY ADOPTED HARTEL'S DISPOSAL POLICIES, AND THAT HARTEL'S DISPOSAL DOES NOT OFFER CONTRACTS, PROMISES OR REPRESENTATIONS RELATED TO EMPLOYMENT. I UNDERSTAND AND AGREE THAT, IF HIRED, MY EMPLOYMENT IS FOR NO DEFINITE PERIOD OF TIME, AND MAY, REGARDLESS OF THE DATE OF PAYMENT OF WAGES OR SALARY, BE TERMINATED AT ANY TIME FOR ANY REASON, WITH OR WITHOUT CAUSE, NOTICE OR PRIOR WARNING OR DISCIPLINE. I UNDERSTAND THAT NO PERSON IS AUTHORIZED TO CHANGE ANY OF THE TERMS STATED IN THIS EMPLOYMENT APPLICATION.

Applicant's Signature _____ Date _____

This form has been designed to comply with State and Federal Fair Employment Practice Laws prohibiting employment discrimination.

SUBMIT APPLICATION