





Responsibilities	
Reason for Leaving	
Company Name/Address/Phone	
Start Date	Start Position
End Date	End Position
Supervisor's Name/Title	
Responsibilities	
Reason for Leaving	

---



---

**REFERENCES**

Identify three persons, not related to you, whom you have known for at least two years.

Name /Address / Phone	Business/Occupation	How Are You Acquainted?

---



---

**ADDITIONAL INFORMATION & NOTICES**

Have you ever initiated an act of violence in the workplace? \_\_\_\_\_

A "yes" answer to these questions will not necessarily disqualify you. Please explain any "yes" answer so that individual circumstances can be considered. Use additional paper if necessary.

---



---



---



---

---

Prospective employees may be required to undergo a drug/alcohol examination. The examination includes laboratory testing or a urine sample from a prospective employee to determine the presence of certain drugs and/or alcohol in the body.

You should not rely upon a contingent offer of employment from Nordic Industries, Inc. or otherwise engage in any activity based upon a contingent offer of employment. Unless or until a final offer of employment is made, you should not take any action which could result in financial loss if a contingent offer is withdrawn, such as giving notice of intent to terminate current employment, selling real estate, or incurring any other costs associated with accepting employment with Nordic Industries, Inc. No such activity should be undertaken until after medical clearance has been received and you have received a final offer of employment from Nordic Industries, Inc. Under no circumstances should you report to work before medical clearance is received.

New employees are required to produce verification of their legal right to work in the United States.

If you are offered employment, can you produce documentation of your identity and right to work in the United States, and attest under penalty of perjury that the documents you produce are genuine and relate to you? \_\_\_\_\_

---

---

## AGREEMENTS

I authorize the investigation of all information provided in this application, information provided in the application process and in any supporting documents. I understand that falsification, misrepresentation or omission of facts will result in immediate dismissal or removal of my application from consideration. I authorize Nordic Industries, Inc. to secure information about my background and experience from other employers, educational institutions, references and government agencies, and for those parties to provide information concerning my background and experience. I release all parties from any liability arising there from.

If Nordic Industries, Inc. employs me, I agree to conform to the rules and regulations of Nordic Industries, Inc.. I also understand and agree that, except for arbitration and employment at-will status, my wages, hours, working conditions, job assignments and compensation are subject to change by Nordic Industries, Inc. I understand my employment can be terminated, with or without cause and with or without notice, at any time at the option of Nordic Industries, Inc. or myself. I understand that, other than the President of Nordic Industries, Inc. no manager, supervisor or representative of Nordic Industries, Inc. has authority to enter into any agreement for employment for any special period of time, or to make any agreement contrary to at-will employment. Only the President of Nordic Industries, Inc. has the authority to change my at-will status, and then only in a writing expressly changing my at-will status and expressly referencing and waiving these policies.

---

---

## ARBITRATION

To resolve disputes arising from the application process in an efficient and cost-effective manner, I and Nordic Industries, Inc. agree that any and all such claims that could be filed in a court of law, including but not limited to, claims of unlawful harassment or discrimination, wrongful failure to hire, wrongful demotion, defamation, wrongful discharge, breach of contract or invasion of privacy, shall be submitted to final and binding arbitration, and not to any other forum.

The arbitrator shall conduct the arbitration in accordance with the procedures set forth in the most recent versions of the National Rules for the Resolution of Employment Disputes of the American Arbitration Association. However, no procedures of the American Arbitration Association shall invalidate the enforceability of this Agreement. The arbitration will not be administered by the American Arbitration Association. Nordic Industries, Inc. shall pay the costs that are unique to the arbitration forum, such as the arbitrator's fee.

The arbitrator shall determine the prevailing party in the arbitration. Costs and attorneys' fees shall be awarded to the prevailing party in accordance with the same legal standards that would apply had the action been filed in court. The arbitrator shall have the authority to order any legal and/or equitable remedy that would be available in a civil or

administrative action on the claim. The arbitrator shall prepare a brief written decision that includes the essential findings and conclusions upon which the award is based.

This arbitration shall be the exclusive means of resolving any claim arising out of my application for employment and employment (if any), and no action will be filed in any court or other forum. However, nothing in this agreement will affect National Labor Relations Board, Workers' Compensation Appeals Board, Unemployment Insurance Appeals Board, Department of Fair Employment and Housing or Equal Employment Opportunity Commission proceedings (although the parties waive any right to monetary relief related to such proceeding), petitions for judicial review of a decision issued after an administrative hearing or the ability of either party to seek injunctive relief in an appropriate court of law.

If any court of competent jurisdiction declares that any part of this arbitration agreement is illegal, invalid or unenforceable, such a declaration will not affect the legality, validity or enforceability of the remaining parts of the agreement and the illegal, invalid or unenforceable part will no longer be part of this agreement.

**This Arbitration Agreement is a Waiver of All Rights to a Civil Jury Trial for Any Claim  
Arising from the Application for Employment**

---

---

**ACKNOWLEDGEMENT**

My signature below certifies that I have read and understand this application, and to the best of my knowledge, the information I provided is true and correct. My signature below also certifies that I agree to be bound by the terms and conditions of employment stated in this application, including at-will employment and arbitration of disputes. This application contains all the understandings and agreements between me and Nordic Industries, Inc. concerning the nature of my employment, if any, by Nordic Industries, Inc. and supersedes all prior and/or contemporaneous practices, oral or written agreements, understandings, representations and promises, express or implied, between me and Nordic Industries, Inc.

---

Applicant Signature

---

Date

**Nordic Industries, Inc. is an Equal Opportunity Employer**

It is Nordic Industries, Inc.'s policy to fill every position without regard to race, color, religion, creed, sex, marital status, age, national origin, ancestry, disability, medical condition, sexual orientation, veteran/military status or any other consideration made unlawful by applicable federal, state, or local laws. Nordic Industries, Inc. is an equal opportunity employer and selects employees on the basis of qualifications. Please contact the General Manager of Nordic Industries, Inc. if you have any questions or complaints regarding this policy.

NORDIC INDUSTRIES, INC.

**EQUIPMENT OPERATOR & GRADECHECKER SKILLS**

If applying for a position as an equipment operator, please complete the following self evaluation.

Name: \_\_\_\_\_

Date: \_\_\_\_\_

EQUIPMENT TYPE	MODEL(s)	YEARS OF EXPERIENCE	APPROX. # OF HOURS IN LAST 2 YEARS	SKILL LEVEL (POOR, FAIR, GOOD, OR EXCELLENT)
<b>example: Dozer</b>	Cat D8R, D6H	10	1000	Good
Gradechecker				
Motor Grader (Blade)				
Track-type Tractor (Dozers)				
Wheel Loader				
Excavator				
Backhoe				
Compactor or Roller				
Wheel Tractor Scraper				
Articulated or Off-Highway Truck				
Ag Tractors and Challengers				
Other:				
Other:				



NORDIC  
INDUSTRIES, INC.

EMPLOYEE/APPLICANT CONSENT TO TEST  
FOR CONTROLLED SUBSTANCE AND/OR ALCOHOL

\_\_\_\_\_  
Employee/Applicant Name (Please Print)

I hereby voluntarily consent to the taking of samples of my urine, breath, blood, saliva and/or hair for testing to determine the presence of drugs and/or alcohol in my system. I voluntarily authorize the release of information concerning the results of my test to Company Supervisors and Management who will use it to determine if I am in compliance with Company work rules and policies on drugs and/or alcohol. I understand that refusal by me to sign this consent may be cause for discharge or ineligibility for employment. This authorization shall remain valid during the period of my employment.

\_\_\_\_\_  
Employee/Applicant Signature

\_\_\_\_\_  
Date

EMPLOYEE/APPLICANT REFUSAL TO  
CONSENT TO TEST FOR CONTROLLED  
SUBSTANCES AND/OR ALCOHOL

I decline to authorize the Company to perform tests for drugs and/or alcohol or the release of results to Company supervisors and management. I understand that refusal by me to sign this consent may be cause for discharge or ineligibility for employment

\_\_\_\_\_  
Employee/Applicant Signature

\_\_\_\_\_  
Date



**NORDIC  
INDUSTRIES, INC.**

**APPLICANT FLOW DATA FORM**

In order to comply with California state law regarding applicant flow data, Nordic Industries, Inc. requests that you provide the following information. Completion of this form is entirely voluntary. This form will not be made available to any decision-making individual involved in the hiring process, and will be kept in a separate file. Information on this form, or a decision not to complete it, will not be considered in any employment decision. All of the following information will be kept confidential.

I agree to provide the requested information as follows:

1. Name: \_\_\_\_\_

2. Date of application: \_\_\_\_\_

3. Position(s) applied for: \_\_\_\_\_

4. Race or ethnic background

American Indian or Alaskan Native

Asian or Pacific Islander

Hispanic

African-American or Black

Caucasian

Other (please specify) \_\_\_\_\_

5. Sex:  Male  Female

6. Age: \_\_\_\_\_

I do not wish to provide the above information.

*Nordic Industries, Inc.*