

This application must be completed in ink by the applicant. No other person may complete any portion of this application.



An Equal Opportunity Employer
Prospective employees will receive consideration without discrimination because of race, creed, color, sex, age, national origin, handicap or veteran status.

435 WILSON ST. NE
MINNEAPOLIS, MN 55413
(800) 625-5292
FAX (612) 331-7498

Company Driver: _____
Regional Driver: _____
Dedicated Driver: _____
Lease/Purchase: _____
Owner/Operator: _____

Date: _____

Social Security No.: _____

Date of Birth: ____/____/____

Name: _____ (FIRST) _____ (MIDDLE) _____ (LAST) Phone: _____

Address: _____ (STREET) _____ (CITY) _____ (STATE & ZIP CODE) How long? _____

Address for past 3 years:

_____ (STREET) _____ (CITY) _____ (STATE & ZIP CODE) How long? _____

_____ (STREET) _____ (CITY) _____ (STATE & ZIP CODE) How long? _____

_____ (STREET) _____ (CITY) _____ (STATE & ZIP CODE) How long? _____

EDUCATION

	Name of School	City / State	Dates Attended	Grade Completed
High School				
College				
Vocational				
Driving School				

Are you legally eligible for employment in the U.S.? Yes No

Who referred you? _____ Rate of pay expected: _____

How many years of experience driving semi "over the road"? _____

What type of equipment have you driven? _____

How many miles have you driven a tractor-trailer throughout the four seasons during the past two (2) years?

Have you ever been known by any name other than the one on this application? Yes No

If yes, what name: _____

Are you willing to be photographed? Yes No

WORK HISTORY FOR PAST 10 YEARS

Begin with your present most recent job and work backwards in order, listing all your employers for the past 3 years including all full and part-time employment. All time must be accounted for including military service, self-employment and periods of unemployment. You must also list all employers for the past 10 years. Use supplemental sheet if necessary. *Any gaps in employment and/or unemployment must be explained. **The Federal Motor Carrier Safety Regulations (FMCSRs) apply to anyone operating a motor vehicle on a highway in interstate commerce to transport passengers or property when the vehicle: (1) weighs or has a GVWR of 10,001 pounds or more, (2) is designed or used to transport 9 or more passengers, OR (3) is of any size and is used to transport hazardous materials in a quantity requiring placarding.

Current Employer

Name _____ Supervisor _____

Are you presently employed? Yes No May we call your current employer? Yes No

Address _____ Telephone _____
(STREET) (CITY) (STATE & ZIP CODE)

Position Held _____ From _____ To _____ Rate of Pay _____
(MONTH, YEAR) (MONTH, YEAR)

Why do you want to change employers? _____ Number of states driven in _____

No. of accidents: _____ Type of equipment driven: _____

Please explain: _____

Were you subject to the FMCSRs** while employed? Yes No

Was your job designated as a safety-sensitive function in any DOT-regulated mode subject to the drug and alcohol testing requirements of 49 CFR Part 40? Yes No

*ACCOUNT FOR PERIOD BETWEEN JOBS - include dates (month/year) and reason: _____

Second Last Employer

Name _____ Supervisor _____

Address _____ Telephone _____
(STREET) (CITY) (STATE & ZIP CODE)

Position Held _____ From _____ To _____ Rate of Pay _____
(MONTH, YEAR) (MONTH, YEAR)

Why do you want to change employers? _____ Number of states driven in _____

No. of accidents: _____ Type of equipment driven: _____

Please explain: _____

Were you subject to the FMCSRs** while employed? Yes No

Was your job designated as a safety-sensitive function in any DOT-regulated mode subject to the drug and alcohol testing requirements of 49 CFR Part 40? Yes No

*ACCOUNT FOR PERIOD BETWEEN JOBS - include dates (month/year) and reason: _____

Third Last Employer

Name _____ Supervisor _____

Address _____ Telephone _____
(STREET) (CITY) (STATE & ZIP CODE)

Position Held _____ From _____ To _____ Rate of Pay _____
(MONTH, YEAR) (MONTH, YEAR)

Why do you want to change employers? _____ Number of states driven in _____

No. of accidents: _____ Type of equipment driven: _____

Please explain: _____

Were you subject to the FMCSRs** while employed? Yes No

Was your job designated as a safety-sensitive function in any DOT-regulated mode subject to the drug and alcohol testing requirements of 49 CFR Part 40? Yes No

*ACCOUNT FOR PERIOD BETWEEN JOBS - include dates (month/year) and reason: _____

General Information

*Have you ever been convicted of a felony? Yes No

If yes, please explain: _____

*Have you ever been convicted of a misdemeanor other than a traffic violation? Yes No

If yes, please explain: _____

**(If yes, this does not automatically disqualify applicant)*

License Information

Have you ever been convicted of a DWI, DUI, careless or reckless driving, 15 mph over posted speed limit, leaving accident scene or using commercial vehicle in commission of a felony? (List all offenses)

Yes No Date: _____

Explain: _____

Has your license or privilege to drive ever been suspended or revoked for any reason?

Yes No Date: _____

Explain: _____

Have you ever been denied a license, permit, or privilege to operate a motor vehicle?

Yes No If yes, please explain _____

LIST ALL DRIVER'S LICENSES HELD IN THE PREVIOUS 3 YEARS:

License Number	State	Expiration Date	Endorsement

Accident Information

I certify that the following is a true and complete list of all accidents. Please list and explain in detail the circumstances of all accidents, for the past 3 years, regardless of whether they are chargeable or non-chargeable, include dates and locations. If no accidents within last 3 years - check here .

Date	Type of Vehicle	Whose Fault	Fatalities? <input type="checkbox"/> Yes <input type="checkbox"/> No	Injuries? <input type="checkbox"/> Yes <input type="checkbox"/> No	Amount of all damages \$
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Describe Accident

Date	Type of Vehicle	Whose Fault	Fatalities? <input type="checkbox"/> Yes <input type="checkbox"/> No	Injuries? <input type="checkbox"/> Yes <input type="checkbox"/> No	Amount of all damages \$
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Describe Accident

Date	Type of Vehicle	Whose Fault	Fatalities? <input type="checkbox"/> Yes <input type="checkbox"/> No	Injuries? <input type="checkbox"/> Yes <input type="checkbox"/> No	Amount of all damages \$
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Describe Accident

Traffic Violation Information

I certify that the following is a true and complete list of all traffic violations (other than parking violations) for which I have been convicted or forfeited bond or collateral in the past 3 years. If no traffic convictions and/or forfeitures in last 3 years - check here .

DATE	OFFENSE	CITY / STATE	PENALTY	TYPE OF VEHICLE OPERATED
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Personal References

List 3 persons for reference, other than relatives, who have knowledge of safety habits, and have known you for at least 1 year.

NAME	ADDRESS		
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CITY	STATE	PHONE
------	-------	-------

NAME	ADDRESS		
------	---------	--	--

CITY	STATE	PHONE
------	-------	-------

NAME	ADDRESS		
------	---------	--	--

CITY	STATE	PHONE
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TO BE READ AND SIGNED BY APPLICANT:

It is agreed and understood that any misrepresentations of information given shall be considered an act of dishonesty. Falsification or omission on this application is grounds for immediate termination of employment.

It is agreed and understood that Stan Koch & Sons Trucking, Inc. or its agents may investigate my background to ascertain any and all information of concern in my record, whether same of is record or not, and I release Stan Koch & Sons Trucking, Inc. and its agents from all liability for any damages on account of furnishing such information. I authorize release of any information, including all information related to my alcohol and controlled substance testing and training records by any former employers and hold them harmless of any liability from release of said information. I further consent to Stan Koch & Sons Trucking, Inc. furnishing to consumer reporting services information concerning my character, work habits, performance, driving record and experience, as well as any reasons for termination of my qualifications, including drug and alcohol test results, and further consent to these services furnishing such information in the future to other companies which subscribe to these services from which I am seeking employment.

I agree to furnish such additional information and complete such examinations as may be required to complete this form.

I acknowledge that I will be required and agree to submit to a physical examination and testing for alcohol and drug use as a part of the company's evaluation procedures and authorize release of my results to company and the company's use of those results in deciding whether should be offered or continued in employment or contract for hire, pursuant to Section 382.301 of the Federal Motor Carrier Safety Regulations.

I acknowledge and agree that evidence of illegal alcohol and/or drug use during my employment or contract of hire will be grounds for immediate termination/disqualifications without notice and without recourse.

It is agreed and understood that this form for qualification in no way obligates Stan Koch & Sons Trucking, Inc. to employ me as a driver.

It is agreed and understood if qualified and accepted by Stan Koch & Sons Trucking, Inc., I may be disqualified as a driver by Stan Koch & Sons Trucking, Inc. at any time.

At all times Stan Koch & Sons Trucking, Inc. remains free to change wages and all other working conditions without have to consult with the employee or leased driver and without agreement of the employee or leased driver.

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

"I understand that information I provide regarding current and/or previous employers may be used, and those employer(s) will be contacted, for the purpose of investigating my safety performance history as required by 49 CFR 391.23(d) and (e). I understand that I have the right to:

- Review information provided by current/previous employers;
- Have errors in the information corrected by previous employers and for those previous employers to re-send the corrected information to the prospective employer; and
- Have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information."

_____ Date

_____ Signature of Driver

FOR OFFICE USE ONLY

Remarks: _____

DRIVER NOTIFICATION AND RELEASE

In connection with my application for employment (including contract services) with Stan Koch & Sons Trucking, Inc. I understand that a consumer report which may contain public record information is being requested from USIS Services, Tulsa, Oklahoma and from my previous employers. This report may include the following types of information; names of previous employers and dates of employment, reason for termination of employment, work experience, accidents and safety performance and drug and alcohol tests results in accordance with Federal Motor Carrier Safety Regulations parts 391.23 and 382.413. I also understand that the report may include information obtained through personal interviews regarding my character, general reputation, personal characteristics, or mode of living. I further understand that such report may contain public record information concerning my driving record, drug and alcohol test results, criminal records, etc. from federal, state and other agencies which maintain such records, as well as information from USIS concerning previous driving record requests made by others from such state agencies, and state provided driving records.

I, AUTHORIZE, WITHOUT FURTHER RESERVATION, ANY PARTY OR AGENCY CONTACTED BY USIS TO FURNISH THE ABOVE - MENTIONED INFORMATION.

I understand, that I have the right to request from USIS in writing a complete disclosure of the nature and scope of the report to be prepared by USIS. In addition, I may request, upon proper identification, that USIS disclose the nature and substance of all information and the recipients of any reports on me which USIS has previously furnished within the two year period preceding my request. I also understand that by checking the box below, I may request that I be provided with a copy of the consumer report to be prepared by USIS:

I request a copy of the consumer report to be prepared by USIS

I hereby authorize Stan Koch & Sons Trucking, Inc. to obtain the above information from USIS, and I also agree that any such information which USIS has or obtains, and my employment history with Stan Koch & Sons Trucking, Inc. if I am hired/leased, may be supplied by USIS to other companies which subscribe to USIS services.

Print Name

Social Security Number

Applicant's Signature

Date

POSITION DESCRIPTION

JOB TITLE: OVER-THE-ROAD DRIVER

JOB SUMMARY OR PURPOSE:

To transport and deliver general commodities, hazardous materials and general freight by driving gasoline or diesel-powered tractor-trailer combinations long distances.

JOB DUTIES:

- Hook and unhook trailers from the tractor itself or from converter dollies, including pushing and/or pulling dollies into place and cranking lever to raise and lower landing gear on semi-trailers and/or the front support on converter dollies.
- Load and unload trailer, either individually or with assistance of dock workers, with or without mechanical freight-handling equipment.
- Perform frequent lifting, pulling, pushing, and carrying of freight.
- Inspect truck for defects and safe operating condition before, during and after trips and submit a written report on the condition of the truck at the end of each trip or tour of duty.
- Check shipping papers to determine the nature of the load and to check for the presence of hazardous materials.
- When hazardous materials are present:
 - Check for proper preparation of shipping papers;
 - Check for agreement between information on shipping papers and marking and labeling
 - On freight; and ascertain that vehicle is properly placarded.
- Install and remove tire chains as required by weather conditions.
- Drive truck to destination in accordance with Federal regulations, normally in periods of up to 11 hours of driving followed by an off-duty period of at least 10 consecutive hours.
- Apply knowledge of commercial driving and skills in maneuvering vehicle at varying speeds in difficult situations, such as heavy traffic, inclement weather or in tight loading dock areas.
- Ensure that shipping documentation (e.g., manifest, security seal sheet, bills of lading, shipping orders or freight bills, etc.) required to move with shipments is available for inspection and that appropriate paperwork accompanies shipment when delivered.
- Maintain records required for compliance with State and Federal regulations including driver's logs, records of fuel purchases, mileage records, and other records required by law.
- Perform all duties in accordance with company policies and procedures, and comply with all Federal, State and local regulations for the safe operation of a commercial motor vehicle.
- Report all accidents involving driver or company equipment.
- Report highway safety hazards noted en route.
- Promptly report any delays due to breakdowns, weather or traffic conditions or other emergencies, or in the event of irregularities relating to pickup or delivery of cargo.

ACCOUNTABILITIES:

- Safe and legal operation of a commercial motor vehicle.
- Safe and timely transportation of freight from origin to destination.
- Proper loading and unloading of freight to assure safety and minimal risk of damage to cargo and danger to persons.
- Proper handling and accurate completion of all necessary paperwork related to truck operations and freight movements.
- Professional representation of the company and the industry through responsible driving.

JOB SPECIFICATIONS

Eligibility Requirements:

- Must possess a valid Commercial Driver's License with hazardous material endorsement.
- Must have 1-year previous tractor-trailer driving experience.
- Must have the ability to read, write and perform simple mathematical calculations with mental ability to handle receipts, read maps, road signs, maintain logs, etc.
- Must have working knowledge of vehicle safety and control systems.
- Must have knowledge of DOT regulations governing safe driving, hours of service, inspection and maintenance, and transportation of hazardous materials.
- Must be available for around-the-clock trips to accommodate freight movements and must be able to be away from home for extended periods of time.
- Must meet or exceed the medical standards of the U.S. Department of Transportation.
- Must satisfactorily pass a drug/alcohol test (as applicable).

Physical Requirements:

- Must be able to sit and remain alert while driving for an aggregate period of up to 11 hours.
- Must be able to shift manual transmissions and operate foot pedals.
- Must be able to perform occasional squatting to handle and position freight.
- Must be able to perform occasional crouching to handle and position freight.
- Must be able to enter and exit the vehicle cab 8 to 10 times a day. Cab floor level is generally from 36 to 66 inches above ground level, with entry and exit achieved with the assistance of various configurations of steps and handholds; also requires occasional bending, twisting, climbing, squatting, crouching and balancing.
- Must be able to perform frequent pushing of freight weighing up to 1,000 pounds on a dolly or cart as well as occasional pulling of freight weighing more than 125 pounds with or without a mechanical aid.
- Must be able to frequently perform carrying freight weight of 1 pound to 125 pounds varying size and shape a distance of at least 1-foot but usually no more than 53 feet.
- Must be able to frequently reach for freight at waist level and occasionally reach for freight above shoulder height or below waist level.
- Must be able to occasionally reach above shoulder level, at waist level and below waist level for maneuvering and directing the controls to operate the truck.
- Must be able to load and unload full trailers of freight weighing as much as 50,000 pounds. This could involve moving 125 pound containers to and from floor level to carts, stacks, and conveyers or platforms, over four feet high, balancing 550 pound drums on their rims and rolling them into position or stowing cartons or other merchandise overhead that weight as much as 35 pounds each. This type of activity could precede or follow as much as 11 hours of driving.
- Must be able to install and remove tire chains when required due to inclement weather.
- Must be able to spend at least 5% of the day standing and 5% of the day walking on surfaces such as concrete, wood and metal, and sometimes on slippery and wet surfaces.
- Must be able to hook/unhook various commercial vehicle combinations, manually lower and raise landing gear, operate the fifth wheel release lever, lock and release pintle-hook, attach and release safety chains, open and close cargo doors, climb into and out of vehicles, fuel vehicles and check engine oil and coolant levels.

Work Environment:

- Drivers may spend 1-5% of their time out-of-doors, exposed to potentially difficult environmental conditions.
- Drivers may be subject to irregular work schedules, temperature and weather extremes, long trips, short notice for assignment of a trip, tight delivery schedules, delays en route and other stress and fatigue related to driving a large commercial motor vehicle on crowded streets and highways in all kinds of weather.
- Drivers typically spend 90-95% of on-duty time in truck. While driving, operators are exposed to noise and vibration levels which may be higher than those typically experienced in passenger cars.

Date

Signature of Driver

Statements included in this job description do not necessarily represent an exhaustive list of all responsibilities, skills duties, requirements, efforts or working conditions associated with the job. While this is intended to be an accurate reflection of the current job, management reserves the right to revise the job description or to require that other or different tasks be performed as circumstances change.