

Application For Employment

Messner Landscape, Inc.
 325 Hwy MM
 Brooklyn, WI 53521

Phone (608) 455-2323
 Fax (608) 455-2510
 info@messnerlandscape.com

Personal Information Are you 18 years or older? Yes No

Name: _____

Address: _____

City/State/Zip: _____

E-mail _____

Phone Number: _____ Date of Birth: _____

Do you have a valid driver's license? Yes No

Driver License # _____

Ex: _____

Has your License been revoked or suspended in the last 2 years? _____

If yes—explain why: _____

Desired Employment (Please circle all you are interested in):

Crew Leader: Lawn Maintenance Snow and Ice Maintenance Landscape Construction

Crew Member: Lawn Maintenance Snow and Ice Maintenance Landscape Construction

General: Laborer Chemical Applicator

Salary Desired: _____ Date available to start: _____

Have you ever applied at Messner Landscape Maintenance before?

Yes When? _____ No

How did you hear about us? _____

Personal References: Please give the names of three people *not related to you*, whom you have known for at least one year.

Name: _____ Phone: _____ Email: _____

Name: _____ Phone: _____ Email: _____

Name: _____ Phone: _____ Email: _____

Education

| | Name and Location | Years Attended | Graduate? | Subjects Studied |
|--------------|-------------------|----------------|-----------|------------------|
| High School | | | | |
| Trade School | | | | |
| College | | | | |

Current or Previous Employers- **This section must be filled out completely.**

| Name of Employer | Start Date and End Date | Name & Phone # or Email of person we can contact | Starting / Ending Pay | Description of Work | Can we contact them? |
|------------------|-------------------------|--|-----------------------|---------------------|----------------------|
| | | | | | Y or N |
| | | | | | Y or N |
| | | | | | Y or N |
| | | | | | Y or N |
| | | | | | Y or N |
| | | | | | Y or N |

Related Experience

Do you have experience with the following equipment, tools, services etc.? If yes, please briefly explain:

- Snow Plows: Yes _____ No _____
- Mechanical/engine repair: Yes _____ No _____
- Pulling/backing an equipment trailer: Yes _____ No _____
- Ice melt spreader: Yes _____ No _____
- Walk-behind snow thrower: Yes _____ No _____
- Hydraulic lawn mowers (61", 52", 36"): Yes _____ No _____
- String Trimmer Yes _____ No _____
- Backpack Blower Yes _____ No _____
- Bobcat: Yes _____ No _____
- Dingo: Yes _____ No _____
- Pesticide license: Yes _____ No _____

Please list any additional training, skills or trades that you are experienced in: _____

Please list any applicable licenses or certifications that you currently hold: _____

Have you ever been convicted of a crime, other than a minor traffic violation?

Yes No If yes, provide date of conviction and type of felony. Prior convictions will not absolutely bar employment, but will only be considered in relation to specific job requirements. Date: _____ Type of Felony: _____

Have you ever been involuntarily terminated from employment? Yes No If yes, please explain _____

I certify that my statements in this application are true, complete and correct to the best of my knowledge and belief. I understand that any falsification or omission of information may cause my immediate dismissal no matter when discovered.

I understand that Messner Landscape, Inc. utilizes pre-employment, random and for cause drug testing and my failure to submit to drug testing or testing positive for illegal substances may cause my immediate dismissal or may result in my not being hired.

I authorize investigation of all statements contained in this application and any supporting documents. I authorize Messner Landscape, Inc. to secure information about my experience from former employers, educational institutions, government agencies, and / or any references I have provided, and for those parties to provide information concerning my experience, and I hereby release all parties from any liability arising from such investigation. I specifically authorize investigation of my D.M.V. record and criminal record.

I understand that acceptance of an offer of employment does not create a contractual obligation upon Messner Landscape, Inc. to employ me in the future.

Upon acceptance of employment, I agree to conform to the rules, regulations and policies that Messner Landscape, Inc. may periodically promulgate, withdraw, or modify. I understand my employment and compensation can be terminated with or without cause, and with or without notice, at any time at the option of either the company or myself.

Date: _____ Signature: _____

Messner Landscape, Inc. is an equal opportunity employer.

REFERENCE AUTHORIZATION AND RELEASE

I have been requested to provide information for the purpose of reviewing my qualifications and background. Therefore, I authorize Messner Landscape, Inc. to investigate my past and present records as well as reference information both private and public.

I release from liability or damages, any person, company or organization providing actual information about my qualifications and related characteristics to Messner Landscape, Inc.

I also authorize the release of such records and information to and from Messner Landscape, Inc. and do release all persons, organizations, agencies, firms, companies, etc., from liability or damages resulting from the investigation, collection and/or release of such records and information.

This authorization is valid for 90 days from the date of my signature below.

Signature

Date

Equal Opportunity Employer

Messner Landscape, Inc. is an equal opportunity employer and does not discriminate in hiring or employment on the basis of race, color, religion, national origin, citizenship, gender, marital status, sexual orientation, age, disability, veteran status or any other characteristic protected by federal, state or local law.

To maintain accurate data, we request that you fill in the sections that apply to you. This information is being requested on a voluntary basis. You will not be subjected to adverse treatment either by providing the information or by failing to complete the section.

The only purpose for this information is to assist us in promoting equal opportunities throughout our organization.

Sex Status:

- Male
- Female

Disability Status:

- Yes
- No

Definition: A person who has a physical or mental impairment, other than a temporary or transient impairment, which substantially limits one or more of his/her major life activities in regarded as having such an impairment, or has a record of such impairment.

Race:

- Hispanic or Latino – A person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or North African.
- White – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Native Hawaiian or Other Pacifica Islander – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific islands.
- American Indian or Alaska Native – A person having origins in any of the peoples of North or South American (including Central American), and who maintain tribal affiliation or community attachment.
- Asian – A person having origins in any of the original peoples of the Far East, Southeast, Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan and the Philippines Islands, Thailand and Vietnam.
- Two or more Races – All persons who identify with more than one of the above five races

Check if any of the following are applicable:

- Veteran
- Vietnam Era Veteran
- Disables Veteran