

APPLICATION FOR EMPLOYMENT

VICTORY PAVING IS AN EQUAL OPPORTUNITY EMPLOYER. THIS APPLICATION WILL NOT BE USED FOR LIMITING OR EXCLUDING ANY APPLICANT FROM CONSIDERATION FOR EMPLOYMENT ON A BASIS PROHIBITED BY LOCAL, STATE, OR FEDERAL LAW. SHOULD AN APPLICANT NEED REASONABLE ACCOMMODATION IN THE APPLICATION PROCESS, HE OR SHE SHOULD CONTACT A COMPANY REPRESENTATIVE.

THANK YOU FOR FILLING OUT ALL THE SECTIONS BELOW:

APPLICANT INFORMATION

APPLICANT NAME: _____ STREET ADDRESS: _____
TELEPHONE NUMBER: _____ CITY, STATE, & ZIP CODE: _____

DATE OF APPLICATION _____ EMAIL ADDRESS: _____

EMPLOYMENT POSITION

POSITION(S) APPLYING FOR: ☐ FIELD CREW ☐ SALES ☐ MANAGEMENT

PAY DESIRED? \$ _____ ☐ HOURLY ☐ SALARY

HOW DID YOU HEAR ABOUT THIS POSITION? _____

ARE YOU AVAILABLE TO WORK MONDAY THROUGH FRIDAY? YES. ☐ NO. ☐

ARE YOU ABLE TO WORK OVERTIME? YES. ☐ NO. ☐

DATE AVAILABLE TO START WORK: _____

DO YOU HAVE RELIABLE TRANSPORTATION? YES. ☐ NO. ☐

EDUCATION AND TRAINING

SCHOOL NAME	LOCATION	DEGREE/ CERTIFICATION
HIGH SCHOOL	(CITY & STATE)	
COLLEGE		
TRADE SCHOOL		



ASPHALT | SEALCOAT | STRIPING | CONCRETE

SPECIALIZED TRAINING

PERSONAL INFORMATION

HAVE YOU EVER APPLIED TO OR WORKED FOR VICTORY PAVING/ PRIME ASPHALT, INC. BEFORE? YES ☐ NO ☐

IF YES, WHEN & WHAT POSITION. DATE: _____ POSITION: _____

ARE YOU 18 YEARS OF AGE OR OLDER? YES ☐ NO ☐

ARE YOU AUTHORIZED TO WORK IN THE UNITED STATES? YES ☐ NO ☐

ARE THERE ANY ACCOMMODATIONS REQUIRED TO ASSIST YOU IN PERFORMING THE ESSENTIAL
FUNCTIONS OF THE POSITION YOU ARE APPLYING FOR? YES ☐ NO ☐

IF YES, PLEASE DESCRIBE ACCOMMODATIONS REQUIRED BELOW:

NOTE: VICTORY PAVING COMPLIES WITH THE ADA AND CONSIDERS REASONABLE ACCOMMODATION MEASURES THAT MAY BE NECESSARY FOR ELIGIBLE APPLICANTS/ EMPLOYEES TO PERFORM ESSENTIAL FUNCTIONS.

JOB SKILLS/ QUALIFICATIONS

DO YOU HAVE ASPHALT EXPERIENCE? YES ☐ YEARS: _____ NO ☐

DO YOU HAVE SEALCOATING EXPERIENCE? YES ☐ YEARS: _____ NO ☐

DO YOU HAVE EQUIPMENT EXPERIENCE, RELATED TO ASPHALT/ SEALCOAT?: YES ☐ IF YES, PLEASE LIST WHAT EQUIPMENT: NO ☐

DO YOU HAVE ASPHALT SALES EXPERIENCE? YES ☐ YEARS: _____ NO ☐

PLEASE LIST SKILLS AND QUALIFICATIONS YOU POSSESS FOR THE POSITION FOR WHICH YOU ARE APPLYING BELOW:

(IF APPLYING FOR A **SALES POSITION**; PLEASE INCLUDE TYPE OF SALES PERFORMED, NUMBER OF SALES, AND TOTAL DOLLAR AMOUNT SOLD ANNUALLY)

EMPLOYER NAME: _____

JOB TITLE: _____

SUPERVISOR NAME: _____

SUPERVISOR EMAIL: _____

EMPLOYER ADDRESS: _____

EMPLOYER TELEPHONE: _____

DATES EMPLOYED: FROM: _____ To: _____

MAJOR DUTIES PERFORMED: _____

REASON FOR LEAVING: _____

EMPLOYER NAME: _____

JOB TITLE: _____

SUPERVISOR NAME: _____

SUPERVISOR EMAIL: _____

EMPLOYER ADDRESS: _____

EMPLOYER TELEPHONE: _____

DATES EMPLOYED: FROM: _____ To: _____

MAJOR DUTIES PERFORMED: _____

REASON FOR LEAVING: _____

EMPLOYER NAME: _____

JOB TITLE: _____

SUPERVISOR NAME: _____

SUPERVISOR EMAIL: _____

EMPLOYER ADDRESS: _____

EMPLOYER TELEPHONE: _____

DATES EMPLOYED: FROM: _____ To: _____

MAJOR DUTIES PERFORMED: _____

REASON FOR LEAVING: _____

ADDITIONAL INFORMATION

PER INSURANCE REQUIREMENTS, A MOTOR VEHICLE RECORD CHECK WILL BE REQUIRED FOR ANY APPLICANT CONSIDERED FOR DRIVING DUTIES.

DO YOU HAVE A VALID DRIVER'S LICENSE? YES ☐ STATE ISSUED NO ☐

ARE YOU COMFORTABLE DRIVING A COMPANY WORK TRUCK? YES ☐ NO ☐

DO YOU HAVE EXPERIENCE TOWING? YES ☐ NO ☐

DO YOU HAVE A VALID **CDL**? (COMMERCIAL DRIVER'S LICENSE) YES ☐ NO ☐

AT-WILL EMPLOYMENT

EMPLOYMENT WITH VICTORY PAVING IS "AT-WILL." THIS MEANS EMPLOYEES ARE FREE TO RESIGN AT ANY TIME, WITH OR WITHOUT CAUSE, AND VICTORY PAVING MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, WITH OR WITHOUT CAUSE OR ADVANCE NOTICE. AS AN AT-WILL EMPLOYEE, IT IS NOT GUARANTEED, IN ANY MANNER, THAT YOU WILL BE EMPLOYED WITH VICTORY PAVING FOR ANY SET PERIOD OF TIME.

BY SIGNING BELOW, I CERTIFY THAT THE INFORMATION I HAVE PROVIDED IS TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE. I ALSO ACKNOWLEDGE MY UNDERSTANDING THAT EMPLOYMENT IN THIS INDUSTRY IS DEPENDENT ON WEATHER CONDITIONS, AND THEREFORE CONTINUOUS DAILY, WEEKLY, OR MONTHLY WORK CANNOT BE GUARANTEED.



ASPHALT | SEALCOAT | STRIPING | CONCRETE

APPLICANT SIGNATURE

DATE