

# Application for Employment

INCOMPLETE APPLICATIONS WILL NOT BE  
CONSIDERED. RESUME NOT ACCEPTED  
IN LIEU OF COMPLETING APPLICATION.

**BIG BARN HARLEY-DAVIDSON**  
**R65 HARLEY-DAVIDSON SHOP**  
81 N.W. 49<sup>th</sup> Place  
Des Moines, IA 50313-2250

Position(s) applied for \_\_\_\_\_ Date of application \_\_\_\_\_

Referral Source  Advertisement  Employee  Relative  Walk-in  Other

Name of source (if applicable) \_\_\_\_\_

Name \_\_\_\_\_  
LAST FIRST MIDDLE

Address \_\_\_\_\_  
STREET CITY STATE ZIP CODE

Telephone # (\_\_\_\_\_) \_\_\_\_\_ ext. \_\_\_\_\_  Home  Cell

If necessary, best time to call you at home is \_\_\_\_\_:\_\_\_\_\_ AM/PM

Are you currently employed? .....  Yes  No

May we contact your work? .....  Yes  No

If yes, work number and best time to call ..... (\_\_\_\_\_) \_\_\_\_\_ ext. \_\_\_\_\_:\_\_\_\_\_ AM/PM

Have you submitted an application here before? .....  Yes  No

If yes, give date(s) ..... | |

Have you ever been employed here before? .....  Yes  No

If yes, give date(s) ..... From | | To | |

Are you legally eligible for employment in this country? .....  Yes  No

Date available for work ..... | |

Type of employment desired  Full-time  Part-time  Temporary

Are you able to meet the attendance requirements of this position **including Saturday work schedules**? ...  Yes  No

Will you work overtime if required? .....  Yes  No

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

If no, please explain \_\_\_\_\_

Do you have a valid motorcycle license? .....  Yes  No

Have you ever been convicted of a crime? .....  Yes  No

If yes, please explain \_\_\_\_\_

CONVICTION WILL NOT NECESSARILY BE A BAR TO EMPLOYMENT. EACH INSTANCE AND EXPLANATION WILL BE CONSIDERED IN RELATION TO THE POSITION FOR WHICH YOU ARE APPLYING.

# Employment History

EMPLOYER	DATES EMPLOYED		SUMMERIZE THE TYPE OF WORKED PREFORMED AND JOB RESPONSIBILITIES
ADDRESS	FROM	TO	
CITY	STATE		
JOB TITLE	HOURLY RATES/SALARY		
IMMEDIATE SUPERVISOR AND TITLE	STARTING WAGE		
	\$	PER	
MAY WE CONTACT FOR REFERENCE? PHONE	<input type="checkbox"/> YES EXT.	<input type="checkbox"/> NO	HOURLY RATE/SALARY
			FINAL WAGE
REASON FOR LEAVING	\$	PER	

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## Educational Background

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**A.** List last three schools attended, starting with the most recent, high school & above **B.** List highest grade level completed **C.** Indicate degree or diploma earned, if any. **D.** Major field of study **E.** Dates attended

A. School, City, State	B. Highest Grade Level	C. Degree/Diploma	D. Major	E. Dates Attended

## Personal References

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List the name and telephone number of three personal references you have known for at least three (3) years. They cannot be related to you or be previous supervisors.

NAME	TELEPHONE	YEARS KNOWN

## Additional Information

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List professional, trade, business, or civic associations and any offices held.

EXCLUDE MEMBERSHIPS WHICH WOULD REVEAL SEX, RACE, RELIGION, NATIONAL ORIGIN, AGE, COLOR, DISABILITY OR ANY OTHER SIMILARLY PROTECTED STATUS.

ORGANIZATION	OFFICES HELD

List the activities you have been involved with in the past. (i.e. Girl/Boy Scouts, 4-H, FFA, Food Bank, Humane Society, etc.)

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What characteristics do you possess that would be an asset to our team?

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Big Barn Harley-Davidson and Route 65 Harley-Davidson Shop pride themselves in the environment that is provided to its customers.

Employee must:

- Possess the ability to stand 8 hours a day.
- Be able to lift up to 50 lbs. frequently.
- Possess excellent written & verbal communication skills.
- Display team attitude.
- Wear uniforms provided by store and adhere to dress code policy.
- Comply with non-smoking policy.

Drug testing will be performed as a part of an employer paid pre-employment physical. Random drug testing may be performed during your employment as set forth in the employee Handbook.

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I understand that if I am employed, any misrepresentation or material omission made by me on this application will be sufficient cause for cancellation of this application or immediate discharge from the employer's service, whenever it is discovered.

I give the employer the right to contact and obtain information from all references, employers, educational institutions and to other wise verify the accuracy of the information contained in the application. I hereby release from liability the employer and its representatives for seeking, gathering and using such information and all other persons, corporations or organizations for furnishing such information.

The employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by local, state or federal law.

If I am hired, I understand that I am free to resign at any time, with or without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no representative of the employer, other than an authorized officer, has the authority to make any assurances to the contrary. I further understand that any such assurances must be in writing and signed by an authorized officer.

I understand it is this company's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA.

I also understand that if I am hired, I will be required to provide proof of identity and legal work authorization.

I represent and warrant that I have read and fully understand the forgoing and seek employment under these conditions.

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Signature of Applicant

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Date

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# NOTICE AND AUTHORIZATION

I, \_\_\_\_\_, hereby consent and authorize Big Barn Harley-Davidson and Route 65 Harley-Davidson Shop or its agents to prepare an investigative consumer report, including but not limited to obtaining a consumer report and information as to my credit worthiness, credit standing, character, general reputation, credit capacity, personal characteristics, mode of living, and verification of all information provided in my application. This report may involve personal interviews with sources, such as neighbors, friends, associates, past employers and educational institutions. Public records may be used in this report, such as civil and criminal records, driving records, liens, judgements, and bankruptcy, that are deemed to have bearing on my job performance. This consumer report will be used for employment purposes. **In using a consumer report for employment purposes, before taking any adverse action based in whole or in part of the report, the person intending to take such adverse action shall provide to the consumer to whom the report relates, a copy of the report and a description in writing of the rights of the consumer under this title, as prescribed by the Federal Trade Commission, section 609(c)(3).**

I am providing the following information, together with all information provided in my application, for the preparation and proper verification of the consumer report.

List all previous addresses for the past ten years on back of this form.

All previous names for the past ten years: \_\_\_\_\_

Drivers license number: \_\_\_\_\_

State of issuance: \_\_\_\_\_

Date of birth (optional): \_\_\_\_\_

Social Security No: \_\_\_\_\_

County of residence: \_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name





THE PREDICTIVE INDEX\*  
 Organization Survey  
 Checklist

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

Occupation: \_\_\_\_\_

**DIRECTIONS:** Please read the words in the list below and check those that you feel describe **the way you are expected to act by others.**

- |  |   |  |
|--|---|--|
| Helpful ..... <input type="checkbox"/>       | Esteemed ..... <input type="checkbox"/>       | Calm ..... <input type="checkbox"/>          |
| Relaxed ..... <input type="checkbox"/>       | Worrying ..... <input type="checkbox"/>       | Popular ..... <input type="checkbox"/>       |
| Exciting ..... <input type="checkbox"/>      | Sentimental ..... <input type="checkbox"/>    | Polite ..... <input type="checkbox"/>        |
| Assertive ..... <input type="checkbox"/>     | Adventurous ..... <input type="checkbox"/>    | Dynamic ..... <input type="checkbox"/>       |
| Patient ..... <input type="checkbox"/>       | Easy going ..... <input type="checkbox"/>     | Good-humored ..... <input type="checkbox"/>  |
| Conscientious ..... <input type="checkbox"/> | Unassuming ..... <input type="checkbox"/>     | Escapist ..... <input type="checkbox"/>      |
| Sophisticated ..... <input type="checkbox"/> | Good mixer ..... <input type="checkbox"/>     | Generous ..... <input type="checkbox"/>      |
| Persistent ..... <input type="checkbox"/>    | Agreeable ..... <input type="checkbox"/>      | Unobtrusive ..... <input type="checkbox"/>   |
| Earnest ..... <input type="checkbox"/>       | Well-liked ..... <input type="checkbox"/>     | Daring ..... <input type="checkbox"/>        |
| Outstanding ..... <input type="checkbox"/>   | Docile ..... <input type="checkbox"/>         | Tolerant ..... <input type="checkbox"/>      |
| Sympathetic ..... <input type="checkbox"/>   | Demanding ..... <input type="checkbox"/>      | Nice ..... <input type="checkbox"/>          |
| Loyal ..... <input type="checkbox"/>         | Charitable ..... <input type="checkbox"/>     | Compelling ..... <input type="checkbox"/>    |
| Self-starter ..... <input type="checkbox"/>  | Persuasive ..... <input type="checkbox"/>     | Resolute ..... <input type="checkbox"/>      |
| Conventional ..... <input type="checkbox"/>  | Careful ..... <input type="checkbox"/>        | Tranquil ..... <input type="checkbox"/>      |
| Eloquent ..... <input type="checkbox"/>      | Satisfied ..... <input type="checkbox"/>      | Cultured ..... <input type="checkbox"/>      |
| Cynical ..... <input type="checkbox"/>       | Understanding ..... <input type="checkbox"/>  | Dominant ..... <input type="checkbox"/>      |
| Passive ..... <input type="checkbox"/>       | Spirited ..... <input type="checkbox"/>       | Respectful ..... <input type="checkbox"/>    |
| Gentle ..... <input type="checkbox"/>        | Congenial ..... <input type="checkbox"/>      | Nonchalant ..... <input type="checkbox"/>    |
| Brave ..... <input type="checkbox"/>         | Obedient ..... <input type="checkbox"/>       | Flexible ..... <input type="checkbox"/>      |
| Appealing ..... <input type="checkbox"/>     | Cheerful ..... <input type="checkbox"/>       | Attractive ..... <input type="checkbox"/>    |
| Thoughtful ..... <input type="checkbox"/>    | Obstinate ..... <input type="checkbox"/>      | Trusting ..... <input type="checkbox"/>      |
| Self-assured ..... <input type="checkbox"/>  | Convincing ..... <input type="checkbox"/>     | Eager ..... <input type="checkbox"/>         |
| Steady ..... <input type="checkbox"/>        | Responsive ..... <input type="checkbox"/>     | Shy ..... <input type="checkbox"/>           |
| Competitive ..... <input type="checkbox"/>   | Neighborhoodly ..... <input type="checkbox"/> | Fussy ..... <input type="checkbox"/>         |
| Fashionable ..... <input type="checkbox"/>   | Selfish ..... <input type="checkbox"/>        | Versatile ..... <input type="checkbox"/>     |
| Neat ..... <input type="checkbox"/>          | Reserved ..... <input type="checkbox"/>       | Amiable ..... <input type="checkbox"/>       |
| Audacious ..... <input type="checkbox"/>     | Serious ..... <input type="checkbox"/>        | Diplomatic ..... <input type="checkbox"/>    |
| Polished ..... <input type="checkbox"/>      | Persevering ..... <input type="checkbox"/>    | Self centered ..... <input type="checkbox"/> |
| Fearful ..... <input type="checkbox"/>       |   | Consistent ..... <input type="checkbox"/>    |



Organization Survey  
Checklist

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

Start on other side of page.

**DIRECTIONS:** Continue by reading the words in the list below, now checking those that you yourself believe really describe you.

- |                     |                          |                     |                          |                     |                          |
|---------------------|--------------------------|---------------------|--------------------------|---------------------|--------------------------|
| Helpful .....       | <input type="checkbox"/> | Esteemed .....      | <input type="checkbox"/> | Calm .....          | <input type="checkbox"/> |
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| Steady .....        | <input type="checkbox"/> | Responsive .....    | <input type="checkbox"/> | Shy .....           | <input type="checkbox"/> |
| Competitive .....   | <input type="checkbox"/> | Neighborly .....    | <input type="checkbox"/> | Fussy .....         | <input type="checkbox"/> |
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