

Miller's Clearing & Hauling, Inc

What it Takes to be an Employee at Miller's Clearing & Hauling, Inc.

Miller's Clearing & Hauling, Inc. is a locally owned and operated business, opened in Dunn, NC in 2018. We are a hauling company that provides quality customer service and a variety of landscaping products. Our growth and future depends on repeat customers, as well as qualified employees. We take pride in our employees and the skills they acquire after becoming a member of the Miller's Clearing & Hauling, Inc. team.

We consider our employees to be our most valuable asset and this is what we expect from you:

Image

Image is very important to us. The company has a dress code and uniform requirement appropriate for the type of work performed, which you are expected to wear. We wear company shirts in an appropriate manner and baseball caps are worn forward. Stained, torn, or excessively baggy clothing is unacceptable. Visible pierced body parts other than earrings may not be worn during business hours. Men are expected to come to work with faces shaved unless they are planning on growing a permanent beard or mustache.

Attitude

Our employees are expected to show up to work on time consistently. We are not interested in "clock-watchers". We expect our employees to ask us: "Is there anything else that needs to be done?" before ending each shift and clocking out. We are interested in people that care enough about our company and customers to "go the extra mile". We encourage and reward our employees who take the time to offer ideas or suggestions that might make our company run more efficiently, service our customers better, increase our business, or save us time and money. We expect our company policy to be followed and respected.

Physical Work Environment

You will work both indoors and outdoors in all types of weather conditions including sun, heat, cold, rain and snow. Attire appropriate for weather conditions is your responsibility. Your job is physical, and requires frequent bending, grabbing and lifting. Throughout you will need to be both pleasant and energetic. **NOTE:** We encourage you to maintain good physical and mental preparedness to enable you to perform your work duties in a consistent, high-performance type manner.

Social Work Environment

We have a very social, caring, and outgoing staff. It is important that you are able to get along well with people and the rest of our staff to be a cohesive part of our team. Our company does not tolerate chronic complainers. All employees are expected to get along with each other. We do not tolerate personal complaints of fellow employees unless their actions make you feel uncomfortable or affect your ability to complete your work properly. We expect every employee to carry their weight and perform their responsibilities in an appropriate manner. In return we are flexible, and we will support your growth both personally and professionally.

Customer Service

As an employee of Miller's Clearing & Hauling, Inc. you are expected to offer polite, prompt, energetic, enthusiastic, and courteous service with a smile. Our employees must have the ability to anticipate a customer's needs before being asked. You will need to have the ability to be patient when confronted with a challenge, and to continually seek out knowledge of all our products. Our customer's time is valuable to them and the help they receive from our staff should be nothing less than immediate – nothing short of excellent.

Summary

If you feel you have the above qualities and can work with the parameters of our company policy and work environment, we encourage you to complete our job application. Thank you.
I have read and understand the above.

Employee signature: _____ **Date:** _____

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

_____ *City State ZIP Code*

Phone: _____ Do you have a valid NC Driver's License? If yes, list DL number: _____

Date Available: _____ Desired Salary: \$ _____ Full/Part Time: _____

Position Applied for: _____ Date of Birth: _____

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Are you 18 years or older? YES NO Have you ever worked for Miller's before? _____
If yes, when? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

References

Please list three professional references.

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____ **City State Zip**

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____ **City State Zip**

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____ **City** _____ **State** _____ **Zip** _____

Previous Employment

Company: _____ Phone: _____
Address: _____ **City** _____ **State** _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ **City** _____ **State** _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ **City** _____ **State** _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

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

Has your license been revoked within the past 2 years? Yes No
If yes, please explain: _____

Related Experience

Do you have experience with the following equipment?	Yes	Please explain	No
Tractor/Trailer			
Driving Quad Dump Trucks			
Driving Tri-Axle Dump Trucks			
Driving Tandem Dump Trucks			
Pulling/Backing Equipment Trailer			
CDL Class A or B		<i>Which Type?:</i>	

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

Please list any licenses or certifications that you currently hold:

Military Service

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

If other than honorable, explain: _____

Disclaimer and Signature

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: _____ Date: _____

REFERENCE AUTHORIZATION AND RELEASE

I have been requested to provide information for the purpose of reviewing my qualifications and background. Therefore, I authorize Miller’s Clearing & Hauling, Inc. to investigate my past and present records as well as reference information both private and public, including but not limited to my DMV record.

I release from liability or damages, any person, company or organization providing actual information about my qualifications and related characteristics to Miller’s Clearing & Hauling, Inc.

I also authorize the release of such records and information to and from Miller’s Clearing & Hauling, 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 _____