

Application for Employment

Sober Rovers, LLC

SOBER ROVERS is an equal opportunity employer and affords equal opportunity to all applicants for all positions without regard to race, color, religion, gender, national origin, age, disability, veteran status or any other status protected under local, state or federal laws.

All statements and questions are to be completed; the answers will be confidential.

1. PERSONAL INFORMATION

Your name in full _____

LAST FIRST INITIAL

Your address _____

STREET CITY STATE ZIP

Social Security Number _____ Home phone number _____

Other phone number where you could be reached _____

Date of Birth _____ How did you hear about us? _____

Are you legally eligible to work in the United States? YES/NO (*Proof of eligibility will be required upon offer of employment*)

Can you with or without reasonable accommodation perform the essential functions of this job? YES/NO (*If you have any questions about the functions of the job, please ask the interviewer before answering this question.*)

2. WORK EXPERIENCE

Give your full employment record - start with your current or most recent employment: (We will assume we have your permission to contact these firms unless you indicate to the contrary.)

| NAME AND ADDRESS OF PREVIOUS EMPLOYER | PERIOD OF EMPLOYMENT (Month - Year) | COMPLETE THE FOLLOWING | REASON FOR LEAVING |
|---------------------------------------|-------------------------------------|------------------------|--------------------|
| NAME | FROM | KIND OF BUSINESS | |
| ADDRESS | TO | POSITION | |
| CITY | PHONE | DUTIES | SUPV'S NAME |

| | | | |
|---------|-------|------------------|-------------|
| FIRM | FROM | KIND OF BUSINESS | |
| ADDRESS | TO | POSITION | |
| CITY | PHONE | DUTIES | SUPV'S NAME |

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|---------|-------|------------------|-------------|
| FIRM | FROM | KIND OF BUSINESS | |
| ADDRESS | TO | POSITION | |
| CITY | PHONE | DUTIES | SUPV'S NAME |

3. EDUCATION AND SKILLS

Give record of all High Schools, Colleges, Universities and Special Schools you have attended.

| NAME OF SCHOOL | ADDRESS OF SCHOOL | GRADE COMPLETED OR DEGREE(s) | SUBJECTS STUDIED OR MAJOR |
|----------------|-------------------|------------------------------|---------------------------|
| | | | |
| | | | |
| | | | |

Please list any special skills or courses taken that may relate to this position (e.g. delivery, auto mechanics, customer service, defensive driving):

Please list any First Aid, Blood Borne Pathogens or other related courses or certificates you have received and the dates taken.

4. SPECIAL PERSONAL INFORMATION

| |
|---|
| <p>Have you ever been convicted of a crime, excluding misdemeanors? <input type="checkbox"/> No <input type="checkbox"/> Yes If Yes, please describe in full</p> <hr/> <hr/> <p>(Applicant, please note that a conviction of a crime is not an automatic bar to employment. - All circumstances will be considered)</p> |
|---|

5. REFERENCES (Other than previously listed).

Give the names and addresses of persons who know you (not relatives). (We will assume we have your permission to contact these people unless you indicate to the contrary.)

| | | |
|--|--|--|
| Name _____ Address _____ _____ | Name _____ Address _____ _____ | Name _____ Address _____ _____ |
| Phone # _____ Business or Position _____ Years Known _____ | Phone # _____ Business or Position _____ Years Known _____ | Phone # _____ Business or Position _____ Years Known _____ |

6. Date available to begin work: _____ Evenings available: M T W Th F Sa Su

Job Description

Sober Rovers, LLC

Created 10/05 Update 01/06 by Human Resources

Job Title: Driver **Salary Range:** Commission – 33% of ride fees

Shifts: Six hrs 9pm-3am or four hr 11pm-3am **Reports to:** Xan Johnson, HR Director and JR Johnson, Owner

Position Summary: Provide a sober driver for customers. Drive two-stroke motorized scooter on city streets to client's location, stores scooter in trunk or backseat, then drives client home in their vehicle, returning to base on scooter. Must possess current WADL and clean 5-year abstract. Drivers are required to remain sober during their entire on-call shift, six or four hours.

Essential Functions/Percentage of Time Spent on Each:

1. Drive scooter to client's pick-up location and from client's drop-off location. 40%
2. Drive client's vehicle to drop-off location. 40%
3. Remain sober while on-call. 20%

Other Functions:

1. Inspect scooter for defects before and after trips and report any discrepancies indicating scooter condition to supervisor and complete and delivers Mechanical Safety Check Forms once a week.
2. While not on-call, store scooter, gear, and money in a safe and secure area (can be provided by SR).
3. Provide courteous and timely service to SR customers.
4. Obey all driving laws without exception, both while driving scooters and clients' vehicles.
5. Use a GPS unit to record mileage, and travel odometer as backup.
6. Use a cell phone/walkie-talkie to communicate with dispatch and other drivers.
7. Calculate fee and give change to customer.
8. Periodically help with PR and recruiting customers at an hourly rate.
9. Perform related duties as assigned by supervision.

QUALIFICATION REQUIREMENTS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

At least high school diploma. Experience with scooters, deliveries, customer service or driving positions welcomed but not required.

LANGUAGE SKILLS:

Ability to effectively communicate with clients in a friendly manner. Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write simple correspondence. Ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization.

SPECIALIZED KNOWLEDGE/LICENSES, ETC.:

Washington State Drivers License and clean 5-year driving record obtained from DOL.

MATHEMATICAL SKILLS:

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals

REASONING ABILITY:

Ability to react quickly and adapt to changing situations. Ability to handle minor problems independently yet ask for help when needed. Ability to apply commonsense understanding to carry out detailed but uninvolved written or oral instructions

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit while driving two-stroke motorized scooters. The employee is regularly required to lift a 40lb scooter for short time intervals. The employee is also required to stand; walk; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; climb or balance; and talk or hear.

Specific vision abilities required by this job include distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee regularly works in outside weather conditions.

The noise level in the work environment is high when driving scooters, moderate when attending to clients.

The three major identified hazards are: Lifting, Workplace Violence, and Driving Conditions.

Name:

Date:

APPLICANT ACKNOWLEDGEMENT AND AUTHORIZATION

PLEASE READ CAREFULLY BEFORE SIGNING

I hereby certify that all of the information provided by me in this application (or any other accompanying or required documents) is correct, accurate and complete to the best of my knowledge. I understand that the falsification, misrepresentation or omission of any facts in said documents will be cause for denial of employment or immediate termination of employment regardless of the timing or circumstances of discovery.

I understand that submission of an application does not guarantee employment. I further understand that, should an offer of employment be extended by SOBER ROVERS Corporation (hereinafter referred to as "SOBER ROVERS") that such employment with SOBER ROVERS is at will, for no specified duration and may be terminated by either SOBER ROVERS or myself at any time, with or without cause or notice. I understand that none of the documents, policies, procedures, actions, statements of SOBER ROVERS or its representatives used during the employment process is deemed a contract of employment real or implied. I understand that no representative of SOBER ROVERS except the President has the authority to enter into any agreement guaranteeing any conditions of employment or any agreement contrary to the foregoing statements and that any such agreements must be made in writing and signed by the President of SOBER ROVERS.

In consideration for employment with SOBER ROVERS, if employed, I agree to conform to the rules, regulations, policies and procedures of SOBER ROVERS at all times and understand that such obedience is a condition of employment. I understand that due to the nature of SOBER ROVERS business, attendance and punctuality are considered essential requirements of every job at SOBER ROVERS and that poor attendance or tardiness will result in disciplinary action.

I understand that if offered a position with SOBER ROVERS, I may be required to a background check as a condition of employment. I understand that unsatisfactory results from, refusal to cooperate with, or any attempt to affect the results of these checks will result in withdrawal of any employment offer or termination of employment if already employed.

I hereby authorize any and all schools, former employers, references, courts and any others who have information about me to provide such information to SOBER ROVERS and/or any of its representatives, agents or vendors and I release all parties involved from any and all liability for any and all damage that may result from providing such information.

I understand that this application is considered current for three months. If I wish to be considered for employment after this period I must fill out and submit a new application.

BY SIGNING BELOW I ACKNOWLEDGE THAT I HAVE READ, UNDERSTOOD AND AGREE TO THE ABOVE STATEMENTS.

Signature

Date