

INROADS

EMPLOYMENT APPLICATION

Name *

Phone *

Email *

Address

City

State/Province

ZIP/Postal Code

Country

Position Applying for

PERSONAL INFORMATION

Federal Law prohibits the employment of unauthorized aliens. All persons hired must submit satisfactory proof of employment (two forms of ID) authorization and identity (valid drivers license, birth certificate, Green Card, etc.) within three days of being hired. Failure to submit within the required time shall result in immediate termination.

Are you able to provide Proof of Eligibility for Employment in the United States? *

- Yes
 No

How were you referred to InRoads? *

EDUCATION

Highest level of education *

Name of high school

Name of business or trade school

Name of college

Please describe any additional specialized training, apprenticeship, skills licenses:

WORK EXPERIENCE

Company Name

Position Held

Dates Employed

Reason for Leaving

Company Name

Position Held

Dates Employed

Reason for Leaving

Company Name

Position Held

Dates Employed

Reason for Leaving

REFERENCES

Must provide at least two references. Please do not list relatives.

Name *

Phone *

Occupation *

Relationship *

Name *

Phone *

Occupation *

Relationship *

WORK AVAILABILITY

If your application receives favorable consideration, when will you be able to begin work? *

MM/DD/YYYY

Do you have any objection to working overtime? *

- Yes
 No

Can you work overtime without prior notice? *

- Yes
 No

Are you available on weekends? *

- Yes
 No

Can you travel if the position requires? *

- Yes
 No

Do you have any objection to working nights? *

- Yes
 No

EMERGENCY CONTACT

Name *

Relationship *

Phone *

Address

City

State/Province

ZIP/Postal Code

Country

TERMS & CONDITIONS

EMPLOYMENT IS TERMINABLE AT WILL: I further understand that my employment is terminable at will, either by myself of InRoads LLC, regardless of the length of my employment or the granting of benefits of any kind, including, but not limited to, profile sharing benefits which provide for besting based upon length of employment. NO EMPLOYMENT CONTRACT: I understand that no contract of employment other than "at will" has been expressed or implied, and that no circumstances arising out of my employment will alter my "at will" employment relationship unless expressed in writing, with the understanding specifically set forth and signed by myself and the President of InRoads LLC. CONFIDENTIALITY: I am aware that during the course of my employment, confidential information will be made available to me, i.e., financial information, marketing strategies, client information, and other related information. I understand that this information is critical to the success of InRoads LLC and must not be given out or used outside InRoads LLC premises. In the event of termination of employment, whether voluntary or involuntary, I hereby agree not to utilize or exploit this information with any other individual of InRoads LLC. NEW SIGNATURES: I understand that, should the content be changed in any way, InRoads LLC may require an additional signature from me to indicate that I am aware of and understand any new policies MANDATORY ARBITRATION AGREEMENT: I agree that except for claims for injunctive relief relating to trade secrets, covenants not to compete and claims brought under the National Labor Relations Act, I agree that any claim, dispute, or controversy which would otherwise require or allow resort to any court or other government dispute resolution forum (including but not limited to any and all claims of discrimination and harassment) arising from, related to, or having any relationship or connection whatsoever with my seeking employment with, employment by, or other association with, the Company, whether based on story, contract, statutory, or otherwise (excluding claims for injunctive relief relating to trade secrets and covenants not to compete), shall be submitted to and determined exclusively by bind arbitration. (Refer to InRoads LLC Employee Manual for additional information regarding binding arbitration.) EMPLOYEE KNOWINGLY AND VOLUNTARILY AGREES TO ARBITRATE ALL STATUTORY CLAIMS ARISING OUT OF THE EMPLOYMENT RELATIONSHIP OR ITS TERMINATION EMPLOYEE ACKNOWLEDGES THAT THEY HAVE THE RIGHT TO SEEK COUNSEL, PRIOR TO EXECUTING THE EMPLOYMENT APPLICATION.

APPLICANT'S STATEMENT

I certify that answers given herein are true and complete to the best of my knowledge. I authorize investigation of all statements contained in this application for employment as may be necessary for arriving at an employment decision. This application for employment shall be considered for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not the applications are being accepted at that time. I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is understood that by me signing this application, I am granting InRoads LLC the right to contact my references listed on the application. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless an authorized executive of this organization specifically acknowledges such a change in writing. In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge, I understand, also that I am required to abide by all rules and regulations of the employer.

I accept these terms and conditions.

Applicant's Printed Name *

Applicant's Signature *

When completed, please email the application to info@inroads.com or mail your application to 4224 Hubbell Avenue, Des Moines, Iowa 50317. All questions with an (*) must be completed to be considered.