

#### Dear Applicant:

Thank you for your interest in the Truck Driver/Maintenance Position for the City of Cloquet. Included with this letter are the application materials for this position which consist of the following documents:

- 1. **Job Advertisement.** This is a copy of the advertisement for the position. *Do not return this document. Keep for your records.*
- 2. **Employment Application.** Be sure to answer all questions on the application and sign. If a question or section of this form does not apply, then write "N/A" in response to that question to indicate that it is not applicable. Do <u>not</u> reference your resume, if attached. Applications that are not signed or contain blanks may be removed from consideration for incompleteness. <u>Return this document.</u>
- 3. **Veteran Preference Questionnaire.** Please be sure to complete this form and return it with your application. If this form is not completed, preference points will <u>not</u> be applied. <u>Return this document.</u>
- 4. Waiver and Release of Information and General Authorization Release Forms. Please be sure to complete these forms and return them with your application. If the forms are not complete or are not signed, the City will not be able to conduct background checks resulting in the applicant possibly being removed from consideration. Return these documents.
- 5. **Job Description.** This document is included to give applicants an idea of the type of duties that applicants would be responsible for. No action is required of you at this time related to this document. *Do not return this document. Keep for your records.*

**Returning Application Packet.** Please return your application packet (completed employment application, resume, Veteran Preference Questionnaire, Waiver and Release of Information and General Authorization and Release Forms) and any other items you wish to submit for consideration for employment to:

City of Cloquet Attn: Human Resources 101-14<sup>th</sup> Street Cloquet MN 55720

Completed applications will be accepted until the position is filled. Resumes alone will not be accepted in lieu of a City application. EOE/AA

Thank you, once again, for your interest in working for the City of Cloquet.

Sincerely,

James Barclay Human Resources Director

# CLOQUET

#### CITY OF CLOQUET

#### POSITION ANNOUNCEMENT

#### TRUCK DRIVER / MAINTENANCE PERSON

#### **GENERAL**

The City of Cloquet, MN is currently accepting applications for a truck driver/maintenance person to work in its Public Works department. This is a full-time position which falls under the working agreement between the City and the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, Local 545.

Under the direction of the Street Department Supervisor, this person assists in the day to day operations of the Public Works department by performing various types of manual labor or semi-skilled work in the maintenance of the City's streets, utilities, storm sewers and parks.

#### MINIMUM QUALIFICATIONS AND JOB DESCRIPTION

- High School diploma or its equivalent with two years' experience in a construction related field with the operation of various equipment such as dump trucks, skid steer loaders, etc.
- Ability to drive maintenance vehicles safely and possess a valid Minnesota Class B Commercial Driver's License with manual transmission endorsement
- Ability to read, understand and follow written and oral instructions including safety rules
- Ability to lift, bend, climb, reach, with overhead pushing and pulling
- Ability to perform job responsibilities in climatic extremes
- Ability to perform routine repair and maintenance tasks
- Ability to readily learn to operate small tools and minor equipment such as saws, trimmers, and riding mowers
- Ability to work cooperatively as a member of a crew or team
- Ability to work overtime, shift changes, or be on-call as necessary and assigned

#### **COMPENSATION**

This is a full time, hourly position. The 2020 base starting wage (40-hour work week) annualized to \$42,068.84 to \$55,396.63

#### **APPLICATION PROCESS**

To apply, obtain an application packet from <a href="www.cloquetmn.gov">www.cloquetmn.gov</a> or by contacting the Human Resource Office, 101 14<sup>th</sup> Street, Cloquet MN 55720, ph: (218) 879-3347.

**Return application to:** City of Cloquet

Attn: Human Resources

101 14<sup>th</sup> Street Cloquet MN 55720

#### **APPLICATION DEADLINE**

Completed application packages will be accepted until the position is filled. Resumes alone will not be accepted in lieu of a City application. EOE/AA



## City of Cloquet Job Description

POSITION: Truck Driver/Maintenance Person

**DEPARTMENT:** Public Works-Streets

REPORTS TO: Street Department Supervisor

#### **SUMMARY**

Assists in the daily operation and maintenance of the Public Works Department, including the Divisions of Street, Parks, Water and Wastewater.

#### **ESSENTIAL FUNCTIONS OF THE JOB**

Performs routine daily maintenance activities in the Street Department including patching streets, repairing concrete curbs and sidewalks, maintenance of street lights and signs, placement of barricades, pickup and collection of trash and litter, cleaning catch basin drains, ditches and culverts, and loading and unloading equipment and materials from trucks.

Provides routine maintenance within City parks including lawn mowing, field maintenance, play structure repairs and inspection, flooding and cleaning of rinks, and any other maintenance or repair of parks and parks equipment, as necessary.

Performs routine building maintenance activities including sweeping, mopping, painting and general carpentry work.

Performs routine grounds maintenance activities including top soiling, seeding, sodding, raking, shoveling, brush removal and, cutting, trimming and maintenance of trees and shrubs.

Performs the plowing of snow from highways, streets, alleys, sidewalks and parking lots, and sands streets.

Assists with other service-related functions, including setup of voting booths, placement of street decorations and preparations for community festivals.

Acts as a backup maintenance person for the Water and Wastewater Divisions when work loads require or permit.

Responds to emergency situations such as flooding, windstorms, major accidents, snow emergencies, broken water mains, sewer backups, and other Public Works/City related problems.

Hauls sand, gravel, blacktop, demolition debris and other construction related materials using a tandem axle dump truck (up to 46,000 lb gvw).

Performs routine vehicle maintenance such as daily truck inspections, oil changes, lubrication and other operator related maintenance.

Plows snow from highways, streets, alleys, and parking lots.

Performs other duties as apparent or assigned.

#### **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**

High school diploma or general education degree (GED). Two years' experience in a construction related field as well as experience with the operation of various equipment such as dump trucks, skid steer loaders, etc.

#### **LANGUAGE SKILLS**

Ability to read and interpret documents such as written correspondence, memos, safety rules, operating and maintenance instructions, and procedure manuals. Ability to verbally communicate with supervisors, co-workers, and the general public.

#### **MATHEMATICAL SKILLS**

Ability to make arithmetic computations using whole numbers, fractions, and decimals.

#### **REASONING ABILITY**

Ability to apply commonsense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to act in a decisive manner, using good judgment. Ability to deal with problems involving several concrete variables in standardized situations. Must be able to assess problems and situations, anticipate needs and evaluate alternatives.

#### OTHER KNOWLEDGE, SKILLS AND ABILITIES

Working knowledge of methods, techniques, tools, materials and equipment used in street, <u>parks, water and waste water</u> construction, maintenance and repair.

Working knowledge and ability to operate a tandem axle dump truck and various other types of equipment used in heavy construction.

Basic carpentry skills.

Basic knowledge and understanding of applicable work safety standards as they relate to the position.

#### **CERTIFICATES, LICENSES AND REGISTRATIONS**

Minnesota Class B Commercial Driver's License with manual transmission endorsement

#### **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 use hands to finger, handle, or feel objects, tools, or controls and talk or hear. The employee frequently is required to stand; walk; sit; reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch, or crawl; and taste or smell.

The employee must frequently lift and/or move up to 50 pounds, and occasionally lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision, 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 near moving mechanical parts and in outside weather conditions. The employee is frequently exposed to vibration. The employee occasionally works in high, precarious places and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, and toxic or caustic chemicals.

The noise level in the work environment is usually loud.



# EMPLOYMENT APPLICATION City of Cloquet

OFFICE USE ONLY	
Date Rec'd:	

We welcome you as an applicant for employment with the City of Cloquet. It is the City of Cloquet's policy to provide equal opportunity in employment. The City of Cloquet will not discriminate on the basis of race, color, creed, age, religion, national origin, marital status, disability, sex, sexual orientation, familial status, status with regard to public assistance, local human rights commission activity or any other basis protected by law.

Please furnish complete information, so we may accurately and completely assess your qualifications. You may attach any other information which provides additional detail about your qualifications for employment in the position you seek. Please refer to the Applicant Data Practices Advisory for guidance regarding how your application information will be used, the consequences of providing or not providing your information, and more.

The City of Cloquet accommodates qualified persons with disabilities in all aspects of employment, including the application process. If you believe you need a reasonable accommodation to complete the application process, please contact Human Resources at 218-879-3347.

	PERSONAL INFORMATION					
Name: Last	Full First	Full Middle				
Present Address: Street / City / State / Zip Cod	e					
Permanent Address (if different from above)	Street / City / State / Zip Code					
E-mail address: (if applicable)						
Home Phone:	Cell Phone:	Business Phone:				
Are you at least 18 years old?  If not, give date of birth: (mm/dd/yy)	Yes No May we call you a	t work?	No			
Are you legally eligible to work in the United Sta	ates in the position for which you are applyi	ng?	Yes No			
Proof of citizenship or work eligibility will be requ						
Will your continued employment require emplo		Yes No				
	WORK PREFERENCE					
Position for which you are applying:	Date Available:					
Full Time Part Ti	me	Seasonal	I			
What hours are you available for work?						

\*\*\*Please print in INK or type when completing this application

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Highest grade comp (Please check)	ietea	9	10	11	12		13	14	15	16		1	2	MA	PHD	JD
Last high school:	Name and Addr	ess										Did you	ı grad	uate?	☐ Ye	s 🗌 No
Туре		Name/Location				De	egree	Receiv	/ed?	Type	e of degi ned	ee		Majo	or/Minor	
College/University								Yes No								
College/University						Yes No										
Graduate								Yes No			<u> </u>					
Vocational								Yes No								
Other								Yes No								
List any other course																
List any current licen (Please provide a ph			ates y	ou po	ossess which	may be	relate	ed to 1	this po	sition:						
List present or most re only be considered in		t not in lieu of	f, this	appli							y entr	ies on th	is app	olicatio	on. Res	umes will
Are you presently en	nployed?	Yes 🔲 N	No			May w	e con	itact y	our pr	esent e	emplo	yer? [	Y	es [	] No	
Employer						Addre	SS								Full	time?
Supervisor N	Name and Title					Teleph	one N	Numb	er							Yes No
Job Title						Dates From: To:	emplo	oyed:	(Mont	h/Year	)	Base sa Start Curren				
Nature of duties						, 10.						Carren	. 01 61	10		
Reason for leaving o	r seeking chang	ge of position														

EMPLOYMENT HISTORY continue	ed - List most recent employ	er first	
Employer	Address		Full time?
Supervisor Name and Title	Telephone Number		Yes
			∐ No
Job Title	Dates employed (Month (Veer)	Paga salam/waga	
Job Title	Dates employed: (Month/Year) From:	Base salary/wage Start	
	To:	Current or end	
Nature of duties	1 2		
Reason for leaving or seeking change of position:	May we conta	act this employer?	Yes No
	,	. , _	
	_		
Employer	Address		Full time?
Supervisor Name and Title	Telephone Number		Yes No
	·		
Job Title	Dates employed: (Month/Year)	Dasa salam/waga	
Job Title	From:	Base salary/wage Start	
	To:	Current or end	
Nature of duties	1.33		
Reason for leaving or seeking change of position:	May we conta	act this employer?	Yes No
	,	. , _	
			_
Employer	Address		Full time?
Supervisor Name and Title	Telephone Number		Yes No
Job Title	Dates employed: (Month/Year)	Base salary/wage	
Job Title	From:	Start	
	To:	Current or end	
Nature of duties	1.33		
Reason for leaving or seeking change of position:	May we conta	ct this employer?	Yes No
neason for reasons or seeking change of position.	iviay we conta	Let this employer:	,

Additional work experience Relating to the type of employment you are seeking. Include full time, temporary and part time positions. Indicate dates, employer and job title.
SPECIAL SKILLS
(Please answer the following only if they relate to the qualifications of the position for which you are applying)  Can you operate a computer? Yes No Please list software:
riease list software.
List other office equipment you can operate:
Do you have experience in a skilled trade? If so, please describe the extent/nature.
What equipment do you operate that would relate to the duties of this position?
Other information pertinent to your employment
ACTIVITIES - with a direct bearing on your qualifications for the position  MEMBERSHIP IN CIVIC, PROFESSIONAL, SOCIAL OR OTHER ORGANIZATIONS
Include offices held. Exclude organizations indicating race, creed, color, religion, gender, sexual orientation, national origin, marital status, political affiliation, age or disability in their name or character.
Current
Past
GENERAL INFORMATION

Briefly state why you are interested and why you feel	you are qualified fo	or this position.		
Have you ever been terminated from a previous emplo	oyer? Yes	☐ No		
If yes, state the name and address of the company, da	te of termination,	and reason for ter	mination (do not inc	lude lay-off or staff reduction).
Have you ever supervised people? No Ye	ac .	If yes, for whom	?	
		11 yes, for whom	•	
Check the functions you have performed as a supervision.			□ Dissistin	ad Frankriana
	Conducted Perform			ed Employees
	Recommended Sala	ry Adjustments	☐ Termina	ted Employees
Established Objectives				
Note to applicants: Do not answer this question unles	s you have been in	formed about the	requirements of the	gob for which you are applying.
Are you capable of performing in a reasonable manner	r, with or without a	reasonable acco	mmodation, the activ	vities involved in the job or
occupation for which you have applied? A review of the	ne activities involve	ed in such a job or	occupation has beer	n given. Yes No
COMPLETE SECTION II	POSITION RE	EQUIRES A VA	ALID DRIVER'S L	ICENSE
Do you have a valid driver's license? Yes	No	Class	В С	□ D
License Number:		State of Issue:		Expiration Date:
How many traffic tickets for moving violations have yo	u received in the p	ast five years?		
Noveles Alexander of affiness				
Number Nature of offense				
		-0.00		
	REFER		. "	111111111111111111111111111111111111111
(Provide the following data for three people (no	t relatives) whom		ct regarding your w	
Name		Address		Phone Number

#### **Authorization**

I certify that all information I have provided in this application for employment is true and complete to the best of my knowledge. Any misrepresentation or omission of any fact in my application, resume or any other materials, or during any interviews, can be justification for refusal of employment, or if employed, will be grounds for dismissal, regardless of length of employment or when the misrepresentation or omission is discovered.

I acknowledge that I have received a copy of the job description summary for the position/s for which I am applying.

With my signature below, I am providing the City of Cloquet authorization to verify all information I provided within this application packet, including contacting current or previous employers. However, I understand that if, in the Employment Experience section I have answered "No" to the question, "May we contact your current employer?", contact with my current employer will not be made without my specific authorization.

I have read the included Applicant Data Practices Advisory, and I further understand that criminal history checks may be conducted (after I have been selected for an interview, in the case of non-public safety positions) and that a conviction of a crime related to this position may result in my being rejected for this job opening. I also understand it is my responsibility to notify the City of Cloquet in writing of any changes to information reported in this application for employment.

Signature	Date

#### **VETERAN PREFERENCE QUESTIONNAIRE**

### (Must be completed by all applicants and submitted with your completed application form) City of Cloquet, Minnesota

This questionnaire is to determine your status as a veteran under the Veteran's Preference Statute. Preference points are awarded to qualified veterans as defined by Minn. Stat. § 197.477, and to certain spouses of deceased or disabled veterans subject to the provision of Minn. Stat. §§ 197.447 and 197.455 Minnesota Statutes, 43A.11. Veteran's Preference Statutes provide a 10-point preference to those individuals who have attained a passing score on the entrance exam and who have received an Honorable Discharge or Separation after serving more than 180 consecutive days in the military service for purposes other than training. (15 points if a disabled veteran.)

DIEASE CHECK THE	CTATEMENT WHICH BECT	L DECCDIBES AUTID C	URRENT VETERAN'S STATUS:
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City	State	Zip
City	State	Zip
sign and date the bottom of	his form.)	
ormation in table below, sign	and date the bottom	n of this form.)
Full First		Full Middle
City	State	Zip
 ipply your veteran's preferen	ce bonus points?	Yes No
name:		
From:		То:
Service No.:		
	_	
t	representation in table below, sign the preference due to the discrete formation in table below, sign the preference due to the discrete formation.    City	City State  pply your veteran's preference bonus points?  name:  From:

#### **CONFIDENTIAL**

#### **Equal Employment Opportunity Information**

The information asked of you will be used to evaluate our overall efforts in reaching all segments of the population. The following information is VOLUNTARY and CONFIDENTIAL. This information is NOT A PART of the application file and is REMOVED from the application when received by our office. The voluntary information you provide will be used to determine how effective our recruitment efforts are in reaching all segments of the population and to validate our selection and placement methods. We would appreciate your cooperation in our efforts to ensure Affirmative Action and Equal Employment Opportunity.

Name	Last		First			Social Securi	ity Num	ber	Date o	of Birth
Address	Street		1	City		State	e Zip			Phone
			Position fo	or which you	are applyin	g			Date o	of application
Gender	Female	∐ Male								
With which racial/ethnic group do you identify?  Black or African-American American Indian or Alaskan Eskimo Caucasian/White Hispanic or Latino  Who or more races Asian Native Hawaiian or other Pacific Islander										
		lify an individual for e following disabiliti		JS.						
☐ A. No		☐ B. Amputee	C. Visuall	y impaired	paired   D. Cardiac   E. Hearing impaired   F. Diabetes					F. Diabetes
☐ G. Epi	lepsy	☐ H. Paralysis	☐ I. Back pr	oblems	ems					
				Recruitm	nent Info	mation				
How did	you hear ab	out the position for v	vhich you are	applying?						
	City of Cloc	quet office job posting	g							
	From City o	of Cloquet employee								
	City of Cloc	quet website								
	College, ted	chnical or high school	I							
	Newspaper		Specify:							
	Other Inter	net site	Specify:							
	Bulletin bo	ard postings	Specify:							
	Minnesota	State Employment A	gency							
	Other		Specify:							
			Please rea	nd Tennessei	n Warning/[	Data Practices	Notice			

### TENNESSEN WARNING/DATA PRACTICES NOTICE TO ALL APPLICANTS

The Minnesota Government Data Practices Act requires that you be informed of the purposes and intended uses of the information you provided to the City of Cloquet during the application process or during employment. Any information about yourself that you provide will be used to identify you as an applicant and to assess your qualifications for employment with the City. If you wish to be considered for employment, you are required to provide the information requested in the Application for Employment. If you refuse to supply information requested by the City, it may mean your application will not be considered.

You are hereby advised that, under Minnesota law, the following information given by an applicant is considered to be public:

- Veteran Status - Relevant test scores - Rank on our eligible list

Job History - Education and Training - Work availability

As an applicant, your name is considered <u>private</u> until you are certified as eligible for appointment to a position or when applicants are considered by the appointing authority to be finalists for a position with the City of Cloquet. "Finalist" means an individual who is selected to be interviewed by the appointing authority prior to selection.

The data concerning you, which is placed in your application folder or in your personnel file and which is not listed as public, is private. This private data will be shared with you and those members of the City staff who need it to process the application, update your personnel record, evaluate your work performance, and if you are handicapped, provide the necessary accommodations. It may also be shared with the following:

- 1. Persons authorized to have access to the information under State or Federal law;
- 2. Persons authorized by Court Order to have access to the information; and
- 3. Persons to whom you consent, in writing, to have access to the information.

With the exception of racial and ethnic data, the data you give us about yourself is needed to identify you and to assist determining your suitability for the position for which you are applying. Racial and ethnic data is used in summary form by the City's Affirmation Action Program to monitor protected class employment and to meet Federal, State, and local reporting requirements. Furnishing racial and ethnic data about yourself as well as your Social Security Number, is voluntary.

I certify that answers 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 in arriving at an employment decision. Moreover, I hereby release the City of Cloquet and any agent acting on its behalf from any and all liability of whatsoever nature by reason of requesting such information for any person. I understand that this application is not, and is not intended, to be a contract of employment.

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 City.

I certify that I have read the "Notice to All Applicants" regarding the Minnesota Data Practices Act (MN Statutes 13.01 - 13.90), and I understand my rights as a subject of date.

Applicant's Signature:	Date:	

#### **CITY OF CLOQUET**

#### **WAIVER AND RELEASE OF INFORMATION**

l,	give my permission to release information, both public and private data,
and opini	ons about me, my performance, reputation and character to the City of Cloquet.
This relea	se includes all information gathered on me including, but not limited to:
	Dates of employment
	Title classification
	Salary/wages
	My job performance, reputation and character
	Absenteeism information
	Punctuality information
	Results of performance review
	Disciplinary information
	Whether employer would hire me again
	all past and present employers and whomever speaks for them with no conditions whatsoever from ty for giving the reference and furnishing the information.
A copy of	this release is as good as the original.
Signatur	e: Date:

# CITY OF CLOQUET GENERAL AUTHORIZATION AND RELEASE PURSUANT TO MINNESOTA DATA PRACTICES ACT

	or its agents and/or representatives dat be released consists of private data as	d grant my informed consent to permit you to release to ta classified as private which concerns me and which may s defined by Minnesota Statutes 13.02, Subd. 12, and has resentatives.			
According to Minn. Stat. § 13.04, the City must advis	se you of the following. Purpose and in	itended use of the data:			
	ound check, including using the BCA's w	safety positions or in the event you are selected for hire, rebsite. Whether you may refuse or are legally required in for employment is voluntary.			
form which in any way relates to my dealing with yo	ou or your agency. I further understand	created, received, retained, or disseminated in whatever I that this information may subsequently be utilized for my records and analysis by consultants to the City who			
employment is voluntary. Consequences arising fro can't do this without a complete application. Filling	om supplying or refusing to supply this d out the application is voluntary, and the andidate for the job. Except for explicitly	optional requested information, refusal to provide a			
By signing this authorization, I hereby release the Bureau of Criminal Apprehension from any and all liability which otherwise may or does accrue as a result of the release of any and all data, regardless of its accuracy. I also release the City of Cloquet from any and all liability for its receipt and use of data received pursuant to this consent.					
This authorization shall be valid for a period of one year, but I reserve the right to, at any time, prior to that expiration, cancel the written authorization by providing written notice to the City of Cloquet or to you of that fact.					
Name: Last	Full First	Full Middle			
Sex: Date of Birth: (mm/dd/yy)  Male Female	Social Security No.				
Driver's License No.		State of Issuance			
Maiden, Alias or Former Name(s):					
Signature:		Date:			
(Please provide copy of driver's license)					
<u>Authorization for Minors</u> (must be signed if applicant is under 18 years of age)					
The undersigned certifies that he/she is the custodial parent or guardian of the above-named applicant. By my signature, I give permission for the applicant to participate in this program and to have his/her background checked.					
Parent or Guardian Signature	 				

#### **CITY OF CLOQUET**

101 14<sup>th</sup> Street Cloquet, MN 55720 (218)879-3347

Date:			
The following named individual has made	application with the City	of Cloquet for employr	ment.
Last Name of Applicant (Please Print): _			
First Name (Please Print):			-
Middle (full) (Please Print):			_
Maiden, Alias or Former Name (Please F	Print):		
Date of Birth: Se	ex (M or F):	_	
Social Security Number (optional):			
I authorize the Minnesota Bureau of Criming the City of Cloquet for the purpose of emp	• •		y record information to
The expiration of this authorization shall be	e one year from the date	of my signature.	
Signature of Applicant:		Date:	
Authorization for Minors (must be signed in	f applicant is under 18 ye	ear of age)	
The undersigned certifies that he/she is the signature, I give permission for the applica checked.			
Parent or Guardian Signature	Date Signed		
Subscribed and sworn to before me this _	day of	, 20	
		Notary Publ	lic