

APPLICATION FOR EMPLOYMENT

This cooperative is an equal opportunity employer. We encourage all qualified individuals to apply for employment. If you require accommodations to complete the application or interviewing process, please contact the Human Resources Administrator.

Along with this application, please submit a resume and letter of interest. You may also go online to www.NIPCO.coop/careers and apply.

PERSONAL DATA

Name _____
Last First Middle

Address _____ Telephone No. _____
number street city state zip

Email _____

If not a United States citizen, do you have the legal right to work in the United States? Yes No

Are you at least 18 years of age? Yes No

If a military veteran or reservist, give service and classification: _____

Service dates: _____

Military duties and training: _____

Do you have any friends or relatives who work for NIPCO or are members of NIPCO's Board of Directors?

EMPLOYMENT DATA

How did you hear about this job? _____

Position Applying For? _____

Check your availability and willingness to work: Full time Part time Overtime Temporary

Are you available to travel if the job requires it? Yes No

Are you able to perform the tasks of the position for which you applied? Yes No

Have you been employed here before? Yes No If yes, give dates: _____

If you are presently employed, may we contact your employer? _____

Date available to begin work: _____

Expected Pay: _____

I realize that under certain provisions of Iowa law, pre-employment drug testing could be a condition of my employment. I also acknowledge that the employer may require drug testing at a subsequent time, provided that proper advance notice of testing is provided.

I understand that any offer of employment is subject to my being able to perform all of the essential functions of the position for which I am employed. Accordingly, I agree to submit to a medical physical examination to determine if I am qualified to perform the essential functions of the job, if requested.

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for, or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like, as they may exist from time to time, or other customary practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of Northwest Iowa Power Cooperative, or otherwise to change in any respect the EMPLOYMENT- AT WILL relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by the President of the Cooperative. BOTH THE UNDERSIGNED AND NORTHWEST IOWA POWER COOPERATIVE MAY END THE EMPLOYMENT RELATIONSHIP AT ANY TIME, WITHOUT SPECIFIED NOTICE OR REASON, AND WITHOUT LIABILITY BY NORTHWEST IOWA POWER COOPERATIVE TO THE UNDERSIGNED EXCEPT FOR EARNED WAGES OR SALARY.

Date

Signature of Applicant

Northwest Iowa Power Cooperative P.O.
Box 240
31002 County Road C38
Le Mars, IA 51031