



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 email a resume containing education and employment history and letter of interest to HR@nipco.coop.

PERSONAL DATA

Name _____
Last First Middle

Address _____ Telephone No. _____
number street city state zip

Email _____

Are you legally authorized 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: _____

List any 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

Can you perform the essential functions of the position with or without reasonable accommodation? ☐ 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: _____

Desired Salary: _____

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.

I authorize the Cooperative to investigate all statements contained in this application and to obtain information from former employers, educational institutions, references, and other sources regarding my qualifications for employment.

I certify that the information provided in this application is true and complete. I understand that any false statement, omission, or misrepresentation may result in disqualification from consideration or termination of employment.

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