

Have you ever applied for work with us before? Yes ____ No ____

If yes, when? _____

List anyone you know who works for us: _____

Did anyone refer you to us? Yes ____ No ____

If yes, who referred you? _____

Construction Experience (Describe the type of construction work you have done in the past) _____

Do you have any skills, qualifications or experiences which you feel would especially fit you for work with us? _____

U.S. Armed Forces Service? Yes ____ No ____ From ____ To ____

Branch of Service: _____ Duties: _____

Rank or Rating at time of discharge: _____

Were you dishonorably discharged? Yes ____ No ____

If yes, explain: _____

Are you able to do the job(s) for which you are applying? Yes ____ No ____

If not, please explain: _____

Are you 18 years of age or older? Yes ____ No ____

Have you ever been fired? Yes ____ No ____

If yes, why? _____

Have you ever been convicted of a crime (including a guilty or no contest plea)? Yes ____ No ____

If yes, explain when, where, and the nature of the offense? _____

Are there any felony charges pending against you now? Yes ____ No ____

If yes, describe _____

Are you authorized to work in the United States? Yes _____ No _____

Do you have a reliable means of transportation? Yes _____ No _____

If hired, when can you start? _____

Education

School	No. Years Attended	Name of School	City/State	Course	Did you Graduate?
High					
College					
Other					

Prior Work Experience

(Please list your most recent employment first, use additional space below if necessary to list all prior employers.)

Names & Address of Employer	Dates of Employment		Type of Work Done	Starting Pay	Final Pay	Reasons For Leaving
	From	To				

Business References

(List only those persons who held managerial positions in the companies you were employed at during the time of your employment.)

Name	Address & Phone #	Occupation

Applicant's Certification and Agreement

PLEASE READ CAREFULLY:

- 1. Certification of Truthfulness** I certify that all statements on this Application for Employment are complete and truthful and agree that such statements may be investigated and if found to be false will be sufficient reason for not being employed, or if employed may result in my dismissal.
- 2. Authorization for Employment/Education Information** I authorize the references listed in the Application for Employment, and any prior employer, educational institution or any other persons or organizations to give this company any and all information concerning my previous employment/educational accomplishments, disciplinary information or any other pertinent information they may have, personal or otherwise, and release all parties from all liability for any damage that may result from releasing this information. I hereby waive written notice that employment information is being provided by any person or organization.
- 3. Employment at Will** If I am hired, in consideration of my employment, I agree to abide by the rules and policies of this company, including any changes made from time to time, and agree that my employment and compensation can

be terminated with or without cause, and with or without notice, at any time, at the option of either the company or myself. I understand that no manager or other representative of the company, other than the president, has any authority to enter into any agreement for employment for any specific or indefinite period of time, or to make any agreement contrary to the foregoing. Any such agreement by the president must be made in writing to be effective.

4. **Authorizations to Work** If I am selected for hire, I will be offered employment provided I verify that I am authorized to work as required by the Immigration Reform and Control Act of 1986.

5. **Limitation on Claims** I agree that any action or suit against the Company arising out of my employment or termination of employment, including but not limited to claims arising under State or Federal civil rights statutes, must be brought within the time limit specified by Statute of one (1) year of the event giving rise to claim, whichever is less, or forever barred. I waive any statute of limitations which exceeds one (1) year.

6. **Need for Accomodation** If I have a mental or physical disability and require an accommodation to perform the job, I must notify the Company of that need within 182 days after I knew or reasonably should have known that an accommodation was needed. Failure to do so will bar me from alleging that the Company has not accommodated me as required by law.

7. **Criminal Records Check** I authorize the Company to secure my criminal conviction history. I agree to execute the appropriate authorization if necessary to obtain such information.

8. **Driving Record Check** I agree to execute an authorization for this employer to inquire into, and obtain documents related to, any driving record from every state in which I have held a motor vehicle operator's license or permit.

9. **Release of Medical Information** I authorize every medical doctor, physician or other health care provider to provide any and all information, including but not limited to, all medical reports, laboratory reports, X-rays or clinical abstracts relating ro my previous health history or employment in connection with any examination, consultation, test or evaluation. I hereby release every medical doctor, health care personnel and every other person, firm, officer, corporation, association, organization or institution which shall

comply with the authorization or request made in this respect from any and all liability. I understand that this release will not be sent to my physician or other health care provider until a conditional job offer has been made.

10. Physical Exam and Drug and Alcohol Testing I agree to take a physical exam following a conditional job offer. I also authorize the Company or its designated agent(s) to withdraw specimen(s) of my blood, urine, hair and/or other substances for chemical analysis. One purpose of this analysis is to determine or exclude the presence of alcohol, drugs or other substances. I understand that decisions concerning my employment may be made as a result of these tests.

11. Consideration for Employment I understand that my application will be considered pursuant to the Company's normal procedures for a period of thirty (30) days. If I am still interested in employment thereafter, I must reapply.

I agree that if any of the above commitments is ever found to be legally enforceable as written, the particular commitment concerned shall be limited to allow its enforcement as far as legally possible.

I have read, understand, and agree to items 1 through 11 above. I knowingly and voluntarily acknowledge that with my signature below.

Dated: _____

Applicant's Signature