

SMITH CONSTRUCTION, INC.
APPLICATION FOR EMPLOYMENT

Date of Application _____

NAME _____ PHONE _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

EMAIL _____

Do you currently have a valid driver's license? YES NO

Driver's license number _____ STATE _____

Endorsements/CDL Class _____

Are you 18 years or older? YES NO Date of Birth _____

Position applied for _____

Acceptable Pay Rate (Please do not leave blank) _____

Available Starting Date _____

Can you perform the duties of the job in which you wish to be employed with or without accommodation? WITH WITHOUT (circle one)

Have you ever convicted of a felony? YES NO

Have you ever been involved in any moving violations? YES NO

(Example: Speeding, Drunk Driving, Etc.)

If yes to either, please explain _____

Have you been employed by this organization before? YES NO

If yes, give dates employed and indicate if employed under a different name.

Please state reason for leaving.

Please list any allergies to medicines or other important medical information we should be aware of in the event of a medical emergency. _____

EDUCATION

High School Attended _____ City/State _____
GRADUATE GED NEITHER (circle one) Date Received _____

ADDITIONAL EDUCATION

SCHOOL/ADDRESS	DEGREE	MAJOR	GPA

PERSONAL REFERENCES

NAME	ADDRESS	PHONE	POSITION

PROFESSIONAL REFERENCES

NAME	ADDRESS	PHONE	POSITION

EXPERIENCE

(List most recent employer first)

Employer	Address	Title	Responsibilities	Dates	Reason for Leaving

I hereby give you my permission to contact the above employers, references, and educational institutions to verify the items I listed above. I hereby release Smith Construction, Inc., and the above reference person and employers from all claims, liability and damages that may result from furnishing the information to you. I expressly and fully waive all written notice from all prior employers.

I further specifically waive written notice and agree to the divulging of any disciplinary reports, letters of reprimand or other disciplinary action by all prior employers and hereby release my prior from all claims, liability and damage that may result from furnishing the information to you.

I authorized Smith Construction, Inc., to request a copy of my driving record information.

SIGNATURE _____ DATE _____

I further understand that any dishonest or false answer on this application or in subsequent interviews are grounds for or may result in immediate dismissal.

SIGNATURE _____ DATE _____

This application will be kept for six months. You need to complete another application to be reconsidered after this date.

Smith Construction, Inc., is an equal opportunity employer. It is the policy of this organization, not to discriminate on the basis of race, sex religion, national origin, marital status, age, weight, height, color or handicap, in the hiring, promotion, payment or discipline of employees.

We will not discriminate against a person with a covered disability under the Americans with Disabilities Act in regard to employment practices, or terms, condition and privileges of employment.

If you are a person with a handicap, you may request any needed reasonable accommodation to participate in the application process or interview process. This request should be made in advance so that we can make any accommodation.

EMPLOYMENT AGREEMENT

In consideration of my employment, I agree to conform to the rules and regulations of Smith Construction, Inc. My employment and compensation can be terminated at-will with or without cause and with or without notice at any time, at the sole discretion of Smith Construction, Inc. or myself. I agree that no one other than Smith Construction, Inc. has any authority to enter into any agreement or contract for any specified period of time, or to make any agreement contrary to the foregoing. I further agree that no one other than Smith Construction, Inc. has any authority to make any changes to this Employment Agreement unless in writing and signed by both Smith Construction, Inc. and myself.

SIGNATURE _____ DATE _____