



In conformity with applicable laws, CHARLES DEWEESE CONSTRUCTION, INC. is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, age, marital status, national origin, status as a disabled or Vietnam Era Veteran, or status as a qualified disabled individual, in accordance with applicable laws.

Application for Employment

All questions, requests for information, and items on this application must be fully and completely answered. No blanks may be left on this application. Failure to fill in a blank or to write legibly will result in automatic rejection of this application. This application for Employment form may not be reproduced. It may only be filled out at the Company's Office.

(Please Print Clearly)

Position Applied for _____ Date _____

Salary Expected _____ Date Available _____

Are you prevented from lawfully becoming employed in the US? Yes ___ No ___

Have you been convicted of a felony within the last seven years? Yes ___ No ___

Conviction will not necessarily disqualify an applicant from employment.

If yes, Please Explain. _____

Personal Data

Name _____ Telephone(____) _____
Last First Middle

Social Security Number _____

Permanent Address _____
Street City State Zip Code

Emergency Contact _____ Emergency Telephone(____) _____

Are you able to perform the essential functions of the job which you are applying for, with or without accommodation. Yes ___ No ___

(You may be asked to describe or demonstrate how you will be able to perform these functions, with or without accommodations).

Referral Service:

- Friend _____
- Agency _____
- Relative _____
- Newspaper Ad _____
- Check if ever filed application with CDCI before _____
- Check if worked for CDCI Before _____
If checked, list dates, position, and supervisor: _____



Driver's License

Note: Only complete if the position you are applying for would require the operation of a company vehicle.

Valid Driver's License Number	Type of Driver's License
Date Expires	State
Endorsements	
Do we have permission to run a background check on your driving record? Yes ___ No ___	

Employment Experience

Start with present or last job; include military assignments and volunteer activities

Employer	Worked From	To	Work performed
Address			
Phone No.			
Supervisor	Salary Start	Final	
Job Title			
Reason left			
Employer	Worked From	To	Work performed
Address			
Phone No.			
Supervisor	Salary Start	Final	
Job Title			
Reason left			
Employer	Worked From	To	Work performed
Address			
Phone No.			
Supervisor	Salary Start	Final	



Job Title			
Reason left			

List of skills

Mark the number of years worked as following:

- | | | |
|---------------------------|-----------------------------------|---------------------------------------|
| ___ 1. Bridge work | ___ 12. Equipment Operator, Dozer | ___ 22. Crane, Tower |
| ___ 2. Road work | ___ 13. Backhoe, Track | ___ 23. Pile Driving |
| ___ 3. Site Clearing | ___ 14. Backhoe, Rubber Tire | ___ 24. Clam Bucket |
| ___ 4. Earth work | ___ 15. Loader, Track | ___ 25. Carpentry, Finish |
| ___ 5. Asphalt Paving | ___ 16. Loader, Rubber Tire | ___ 26. Carpentry, Formwork |
| ___ 6. Cement Paving | ___ 17. Gradall | ___ 27. Arc & Gas Welding |
| ___ 7. Concrete Work | ___ 18. Motor grader | ___ 28. Mechanic Equip___ Auto___ |
| ___ 8. Finisher | ___ 19. Other | ___ 29. Truck Driving License Type___ |
| ___ 9. Steel Erection | ___ 20. Crane, Hydraulic | ___ 30. CDL Driver Endorsements___ |
| ___ 10. Survey | ___ 21. Crane, Cable | |
| ___ 11. Pipe-Utility Work | | |

Please add any information pertaining to your qualifications for the job you are applying for:

References

Name	Address	Phone No.	Title/Position



Education

Circle highest year completed.		High school 9 10 11 12	College 1 2 3 4 5 6 7
School	Name of school	Major Courses	Did you Graduate?
High school			
College			
Other			

Do not write below this line

Job #: _____

Report Date: _____

Position: _____

Social Security #: _____

Rate of Pay: _____

DOB: _____

Comments: _____



Charles DeWeese Construction, Inc

Applicant Information

The company wishes to voluntarily comply with various laws and regulations which requires us to file annual statistical reports on applicants for employment. In Addition, we wish to voluntarily comply with the various laws and regulations which protect the disabled, disabled veterans, veterans who served more than 180 days on active duty during the Vietnam Era. Submission of this information by you is voluntary. Please be assured that you will not be subjected to any adverse treatment if you do not provide the information requested. This information will not be considered in any hiring, promotion, or other employment actions.

PLEASE PRINT

Name: _____ Date _____
Last First Middle

Position(s) applying for: _____

1. Applicants identifying themselves as disabled

You are not required by the law to provide the above information concerning a disability. If you do, however it will be kept confidential, with the following exceptions:

- Supervisors may be informed if accommodation is necessary or if your work duties are restricted.
- Government representatives may be given information in compliance with various laws and regulations.

1. Are you a disabled individual or do you have any physical condition or disability which may limit your ability to perform the position(s) for which you are applying? (Circle) Yes No
2. If yes, do you possess or can you provide us with any special methods, skills or procedures which might qualify you for positions you might not otherwise be able to do because of your disability?

2. Applicants identifying themselves as disabled or Vietnam-era veterans

1. Are you a disabled veteran? Yes No

2. Are you a veteran who served on active duty for more than 180 days during the Vietnam era? Yes No

3. Applicants identifying their sex and race

Sex Classification: Male Female

EEO Classification _____ White (Not of Hispanic Origin)
_____ Black (Not of Hispanic Origin)
_____ Hispanic
_____ Asian or Pacific Islander
_____ American Indian or Alaskan Native

Signature

Date



I certify that the statements made on this application and any accompanying résumé are true and correct to the best of my knowledge. I understand the falsification, misrepresentation, or omission of facts on this application or otherwise during the hiring process is cause for the denial of employment or if employed, immediate termination.

I understand that I will be asked to take a post-offer/pre-employment Fitness for Duty Test and Physical Exam. Such tests are voluntary. Refusal to take the test will mean that I withdraw my application for employment. If the test reveals intoxicants, including controlled substances at or above the stipulated minimum levels, I will be ineligible for employment.

I acknowledge that consideration for employment is contingent on the results of a reference check and, depending on the nature of the position. Therefore, I hereby authorize *Charles Deweese Construction, inc.* to thoroughly investigate all statements contained in this application, as well as my background, references, employment record, and other matters related to my suitability for employment. I further authorize all former employees; educational institutions; federal, state or municipal agencies; military services; and any other entities or individuals named or otherwise referred to by me in résumé, related documentation, or conversations conducted with authorized personnel, all in connection with my application for employment with *Charles Deweese Construction, Inc.* to release information that they may have about me to *Charles Deweese Construction, inc.* the *Charles Deweese Construction, inc.* employee with whom this form has been filed or the authorized agent of *Charles Deweese Construction, inc.* I fully indemnify, release, and hold harmless all such parties and *Charles Deweese Construction, inc.* from any liability and responsibility that may arise in connection with obtaining or providing any such information. This authorization is valid for the duration of my employment at *Charles Deweese Construction, Inc.*

If I am hired and my employment terminates for any reason, *Charles Deweese Construction, Inc.* may answer all questions asked by a prospective employer concerning my abilities and employment record, and I release *Charles Deweese Construction, Inc.* from any and all liability that may result from its responding to any such questions.

If employed, I agree to abide by the policies and procedures of *Charles Deweese Construction, Inc.* I expressly acknowledge and understand that in the absence of a written contract to the contrary, my status, if I am hired will be that of an employee at will having no contractual right, express or implied, to remain in the company's employ. In this connection, I expressly acknowledge further that neither anything said to me during the company's application and/or interview process nor during employment nor any provision in the company's handbook constitutes the terms of an express or implied employment agreement. In consideration of any employment offered, I specifically agree that my employment may be terminated, with or without cause or notice, at any time, at the option of either the company or myself. I understand that no unauthorized representative may enter into any agreement for employment or make any agreement contrary to the foregoing. I understand that no manager or supervisor can make promises or agreements without the written approval from the senior management of *Charles Deweese Construction, Inc.*

Signature

Date