



APPLICATION FOR EMPLOYMENT

Answer All Questions - Please Print

It is our policy to seek and employ the best qualified personnel and to provide equal opportunity for the advancement of employees and to administer all of our personnel policies in a manner that will not discriminate against any person because of race, color, religion, age, sex, marital or veteran status, national origin, ancestry, disability, on-the-job injuries, or any other legally protected class unless it is a bona fide occupational requirement reasonably necessary to the operation of our business..

Print name in full: Last	First	Middle	Social Security No (optional):	Salary expected:
List other names you have been known by over the past 7 years:				Area Code & Phone No.:
Present address:	Date's From:	To:	City:	State & Zip Code:
Previous address(es) over the past 7 years:	Date's From:	To:	City:	State & Zip Code:
Previous address(es) over the past 7 years:	Date's From:	To:	City:	State & Zip Code:
Position applying for:				Date available to start work:
Are you age 18 or older? <input type="checkbox"/> YES <input type="checkbox"/> NO Can you provide proof of being age 18 or older? <input type="checkbox"/> YES <input type="checkbox"/> NO				
Are you legally permitted to work in the United States? <input type="checkbox"/> YES <input type="checkbox"/> NO. If no why? _____				
In case of emergency, notify: Name _____ Address _____ Phone _____				
Are you able to perform the tasks of the job for which you are applying without an accommodation? <input type="checkbox"/> YES <input type="checkbox"/> NO If no, what accommodations would be required? _____ _____				
Have you ever been CONVICTED, pled GUILTY or NO CONTEST or FORFEITED BOND or BAIL for any crime other than traffic violations? <input type="checkbox"/> YES <input type="checkbox"/> NO. IF YES GIVE DETAILS: _____ <i>Conviction of a crime is not an automatic bar to employment, factors such as nature and gravity of the crime, the length of time since conviction and/or completion of any sentence and the nature of the job for which you applied will be considered.</i>				Date(s) & City, State of Conviction:
Have you previously been employed by us or an affiliate? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, where: _____ Dates of employment: From _____ to _____ Reason for leaving: _____				
Do you have any friends or relatives that currently work for Bethlehem Construction, Inc.? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, who? _____				
Are you available for work every day of the week? <input type="checkbox"/> YES <input type="checkbox"/> NO What shifts can you work? <input type="checkbox"/> DAYS <input type="checkbox"/> SWING <input type="checkbox"/> NIGHT				

DRIVER LICENSE STATUS

List your license number and state of issue: _____ License Class _____ License Expires: _____

Does your license require a medical certificate? YES NO If yes, list Expiration Date: _____

List any endorsements on your license: _____

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? YES NO
 If yes what are the details? _____

B. Has a license, permit or privilege ever been suspended or revoked? YES NO
 If yes what are the details? _____

Accident record for past three years or more (Attach sheet if more space is needed.)

	DATES	NATURE OF ACCIDENT	FATALITIES	INJURIES
Most Recent				
Next more Recent				

Traffic Convictions and Forfeitures for the past three years other than parking violations. (Attach sheet if more space if needed.)

LOCATION	DATE	CHARGE	PENALTY

EDUCATION

Circle highest grade completed: 1 2 3 4 5 6 7 8 9 10 11 12 College 1 2 3 4 +

Last school attended: _____ Location: _____

EXPERIENCE AND QUALIFICATIONS

Are you currently employed? <input type="checkbox"/> YES <input type="checkbox"/> NO	May we contact your present employer before hiring? <input type="checkbox"/> YES <input type="checkbox"/> NO	May we contact you at your present employment? <input type="checkbox"/> YES <input type="checkbox"/> NO
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Do you intend to submit a resume as part of your application? YES NO
 If yes, initial your acceptance of the terms and conditions of this application being applied to the information contained in your resume. _____

List types of concrete related experience and years of each _____

List types of construction related experience and years of each _____

List tools and equipment you can operate _____

Do you have any other experience or training that may help in your work for this company? _____



PLEASE LIST ALL JOBS HELD FOR THE PAST SEVEN (7) YEARS. USE ADDITIONAL SHEETS IF NECESSARY

Most Recent or Current Employer:	Supervisors name & title:
Street address:	Phone number & area code:
City: State: Zip:	Your job title:
Your job title & description:	From (Mo/Yr): To: Salary:
Reason for leaving:	Describe one major job accomplishment:
#2 Employer:	Supervisors name & title:
Street address:	Phone number & area code:
City: State: Zip:	Your job title:
Your job title & description:	From (Mo/Yr): To: Salary:
Reason for leaving:	Describe one major job accomplishment:
#3 Employer:	Supervisors name & title:
Street address:	Phone number & area code:
City: State: Zip:	Your job title:
Your job title & description:	From (Mo/Yr): To: Salary:
Reason for leaving:	Describe one major job accomplishment:
#4 Employer:	Supervisors name & title:
Street address:	Phone number & area code:
City: State: Zip:	Your job title:
Your job title & description:	From (Mo/Yr): To: Salary:
Reason for leaving:	Describe one major job accomplishment:

PERIODS OF UNEMPLOYMENT: Describe each gap in employment in excess of 30 days that occurred during the past 7 years.

From:	To:	Reason:
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____



TO BE READ AND SIGNED BY THE APPLICANT

PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY;

THEY CONSTITUTE THE CONDITIONS UNDER WHICH YOU MAY BE EMPLOYED

The information I have provided herein, or attached, is accurate to the best of my knowledge. I hereby authorize Bethlehem Construction, Inc. (hereafter referred to as the Company) and/or its agents to investigate my background and to verify any and all information in my records the Company deems relevant to my qualifications, whether such information is favorable or unfavorable to me. I understand that any misrepresentation or deliberate omission of a fact in my application or attached documents may be justification for refusal of employment, or if employed, termination from the Company. I acknowledge that any copy of this document carries the full force of the original document for legal purposes. I do hereby agree to forever release and discharge the Company, their agents, and their associates to the full extent permitted by law from any claims, damages, losses, liabilities, costs, and expenses, or any other charge or complaint filed with any agency arising from the retrieving and reporting of information. I also release from all liability any persons (such as former supervisors or employees) supplying such information.

I hereby acknowledge that any employment relationship with the Company is of an "at will" nature, which means that an Employee may resign at any time and the Company may discharge an Employee at any time with or without cause, and with or without notice. This "at will" employment relationship may not be changed by any written document or by conduct unless such change is authorized in writing by MICHAEL J ADDLEMAN. I also understand that the Company may change, withdraw and/or introduce policies at any time as the Company deems appropriate (including wages, hours and working conditions).

I agree and understand that any offer of employment will be conditional on a "negative" pre-employment drug-screen test result. Also, if hired, I understand that the Company conducts random drug-screen tests on a monthly basis, and per Company policy, a drug screen test is administered if medical attention is required due to a work related injury. Failure to take a drug-screen test and/or a positive test result bars employment, or if employed, is grounds for immediate discharge.

In the event of employment, I understand that false or misleading information given in my application, resume and/or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules, regulations and policies of the Company.

Bethlehem Construction, Inc is an equal opportunity employer.

Applicant's Signature: _____

Date: _____



EMPLOYMENT VERIFICATION

To Whom It May Concern:

The applicant named below is being considered for employment as a/an _____ with Bethlehem Construction, Inc. The applicant has listed you _____ or your organization _____ as a former place of employment. In accordance with the release signed by the applicant below, please provide the information requested and return this form via fax, (509) 782-4322.

Thank You,

Tammra Schmitz
 Human Resources Director
 Bethlehem Construction, Inc.

 Name of Applicant

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APPLICANT'S AUTHORIZATION

I hereby authorize the above individual, company, or institution to furnish Bethlehem Construction, Inc with any information it may have concerning me which is on record or otherwise; and do hereby release the above individual, company, or institution and all individuals connected therewith, including Bethlehem Construction, Inc., from any and all liability whatsoever that might otherwise be incurred in furnishing such information.

 Signature of Applicant

 Date

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RECORD OF EMPLOYMENT

Dates of Employment: From _____ to _____

Position(s) Held: _____

Reason Employment Ended: _____

Please rate Applicant in each of the following areas:

Attitude	Excellent	Good	Average	Below Average	Poor
Initiative	Excellent	Good	Average	Below Average	Poor
Attendance	Excellent	Good	Average	Below Average	Poor
Attitude	Excellent	Good	Average	Below Average	Poor
Quality	Excellent	Good	Average	Below Average	Poor

Would you rehire Applicant? _____ YES _____ NO

 Signature

 Title

 Date