



## APPLICATION FOR EMPLOYMENT

**WE ARE AN EQUAL OPPORTUNITY EMPLOYER**

All qualified applicants are considered regardless of race, religion, color, age, sex, sexual orientation, gender identity, marital status, nationality, veteran status or disability.

**INSTRUCTIONS AND NOTICE OF DRUG TESTING - PLEASE READ**

This is a general employment application required for all jobs. As the hiring process continues, you may be asked to provide a more detailed survey of your qualifications as they relate to a specific job or an additional authorization for release of information. In addition, a drug urinalysis, testing for the use of illegal drugs and done at the company's expense, is a condition of employment and I agree to such a test.

<b>PERSONAL INFORMATION</b>		Today's Date	
Last Name		First Name	Initial
Other names used:		Dates used: from                      to	
Present Street Address			
City		State	Zip
Mailing Address (if different from above)			
City		State	Zip
Home Telephone Number	Cell Phone Number	Email Address	
Are you lawfully authorized to work in the USA? Yes ___ No ___		Are you at least 18 years of age? Yes ___ No ___	
Have you applied here before? Yes ___ No ___ If yes, when?		Have you ever been employed by this company before? Yes ___ No ___ If Yes, when and what Position?	
Do any of your relatives or persons of your same household work here? If yes, please give their names.			
Position applied for:			Date you are available to start:
List any certificates or licenses you hold related to your qualifications for the work you seek:			

**PERSONAL INFORMATION (CONTINUED)**

Please Check Applicable Skills That You Have:		<input type="checkbox"/> Form Carpentry	<input type="checkbox"/> Bobcat	<input type="checkbox"/> Forklift
<input type="checkbox"/> Engineering	<input type="checkbox"/> Project Management	<input type="checkbox"/> Finish Carpentry	<input type="checkbox"/> Laborer	<input type="checkbox"/> Welding
<input type="checkbox"/> Cement Placing	<input type="checkbox"/> Mechanic	<input type="checkbox"/> Backhoe	<input type="checkbox"/> Other (explain)	
<input type="checkbox"/> Cement Finishing	<input type="checkbox"/> Fine Grading	<input type="checkbox"/> Cranes		
Do you possess a valid commercial drivers license? Yes ___ No ___				
Endorsements				
Class	<input type="checkbox"/> A	Passenger	<input type="checkbox"/>	Hazardous Material
	<input type="checkbox"/> B	Double Trailer	<input type="checkbox"/>	Air Breaks
	<input type="checkbox"/> C	Tank Vehicle	<input type="checkbox"/>	<input type="checkbox"/>
Check if you are willing to accept regular work on:				
<input type="checkbox"/> Full Time	<input type="checkbox"/> Temp/Seasonal	<input type="checkbox"/> Day Shift	<input type="checkbox"/> Night Shift	<input type="checkbox"/> Weekends
<input type="checkbox"/> Part Time	<input type="checkbox"/> On Call	<input type="checkbox"/> Evening Shift	<input type="checkbox"/> Variable Shifts	
Can you stay late on short notice if required? Yes ___ No ___		Are you willing to relocate? Yes ___ No ___		
Any prior commitments which would require absence of more than a few hours in the next 12 months? Yes ___ No ___				
If yes, please explain:				
Are you now, or do you expect to be engaged in any other business or employment? Yes ___ No ___				
If yes, please explain:				

**EDUCATION**

	School Name, City, State	Graduated Y/N	Degree & Major	GPA
High School				
College/Univ.				
College/Univ.				
Trade/Other				
Are you currently a student? Yes ___ No ___		If yes, school name, course of study, & portion completed:		
Outside activities while in school which you feel reflect your abilities:				
Plans for future education/training:				

EMPLOYMENT HISTORY		Start with PRESENT or most recent employer.		
Name of Organization		Employment Dates (month and year) From _____ To _____		
Type of Business or Industry				
Address	City	State	Zip	
Supervisor Name and Title				
May we contact your current employer? Yes ___ No ___				
Phone Number		Email Address		
Your job title(s)				
Duties of position & skills used:				
Employment Status (FT, PT, contract):				
Reason for leaving				
Name of Organization		Employment Dates (Month and year) From _____ To _____		
Type of Business or Industry				
Address	City	State	Zip	
Supervisor Name and Title				
Phone Number		Email Address		
Your job title(s)				
Duties of position & skills used:				
Employment Status (FT, PT, contract):				
Reason for leaving				
Name of Organization		Employment Dates (Month and year) From _____ To _____		
Type of Business or Industry				
Address	City	State	Zip	
Supervisor Name and Title				
Phone Number		Email Address		
Your job title(s)				
Duties of position & skills used:				

Employment Status (FT, PT, contract):

Reason for leaving

**VOLUNTEER ACTIVITIES AND EXPERIENCE**

Describe your involvement in volunteer activities which may help assess your abilities. Please exclude those activities which may indicate your race, sex, national origin, disability status, age, religion, sexual orientation, color or ancestry.

**OTHER SKILLS AND QUALIFICATIONS**

Please list any other skills, qualifications or experience pertinent to the career you seek. (e.g. - Computers, software, machines, tools, special certifications, etc.)

**PROFESSIONAL REFERENCES**

Please do not include family members.

Name	Relationship
Company	
Position/Title	
Phone Number	Email Address
Name	Relationship
Company	
Position/Title	
Phone Number	Email Address
Name	Relationship
Company	
Position/Title	
Phone Number	Email Address

**APPLICANT'S STATEMENT**

I hereby affirm that the information provided on this application, and accompanying letters or resume, is true and complete.

I also agree and understand that any false or misleading information or significant omissions may disqualify me from consideration for employment or result in my dismissal if hired.

I authorize this employer to investigate my background thoroughly, and agree to assist in such investigation. I release and hold harmless, and promise not to claim damages from any of my prior employers listed above for providing information.

I agree to submit to any drug test that may be required by the employer. I understand that the refusal to submit to testing will result in my disqualification for employment with this organization.

I also understand that employment may be conditioned upon an investigation into criminal convictions on record with Local, State or Federal law enforcement authorities.

I understand that, if hired, my employment is not for any specific period or duration and is **terminable at will**\* by the employer or me at any time with or without cause or notice. I understand this application is NOT A CONTRACT.

I affirm that I am able to perform the position for which I am applying with or without reasonable accommodation.

I agree to present documentation proving my eligibility to work in the United States, and that failure to do so voids any offer of employment.

*\*At-Will employment practices apply to all employees in Washington and Idaho, this excludes Montana based employees. Montana based employees are hired into a probationary period, and not considered to be employed in an At-Will employment setting.*

\_\_\_\_\_  
Applicant's Name (please print)

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Today's date

**EMPLOYMENT APPLICATION**  
Equal Opportunity Employer

Thank you for your interest in working for us! Please review these important features of our hiring process:

1. Applications are accepted only when an opening within the organization exists.
2. Applications are active for 60 days or until the current hiring process is closed.
3. Applicants may be asked to review information about our mission, our high standards for employees and specific job requirements, and certify your understanding, before applying.
4. Hiring is a two way process - We encourage applicants to ask questions and will do our best to answer them.
5. Due to the volume of applications received, we cannot notify each and every applicant not selected. Only those selected for further interviews will be contacted.
6. In some cases, internal candidates are considered alongside external applicants.
7. This application does not guarantee an interview or offer of employment.
8. All job offers are be contingent on satisfactory completion of background investigation, drug screen and a fitness for duty assessment. Job offers are not final until confirmed in writing.
9. Our employees deserve the best co-workers possible. Therefore we reserve the right to hire the best qualified person for the job.

**Please initial and date after reading the hiring process above:** \_\_\_\_\_