J.B. GIBBONS
CONSTRUCTION

Application for Employment

We are an equal opportunity employer and do not unlawfully discriminate in employment. No question on this application is used for the purpose of limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law. Equal access to employment, services, and programs is available to all persons. Those applicants requiring reasonable accommodation to the application and/or interview process should notify a representative of the organization.

Applicant name: _____ Date: _____

Position(s) applied for or type of work desired: _____

Address: _____

Telephone #: _____ Social Security No.: _____

Type of employment desired: ❑ full-time ❑ part-time ❑ temporary

Date you will be available to start work: _____

Are you able to meet the attendance requirements? ❑ Yes ❑ No
Do you have any objection to working overtime if necessary? ❑ Yes ❑ No
Can you travel if required by this position? ❑ Yes ❑ No
Have you ever been previously employed by our organization? ❑ Yes ❑ No
Can you submit proof of legal employment authorization and identity? ❑ Yes ❑ No
If you are under 18, can you furnish a work permit if it is required? ❑ Yes ❑ No
Have you ever been in the armed forces? ❑ Yes ❑ No
Are you now a member of the National Guard or Reserves? ❑ Yes ❑ No

Do you have a driver's license? ❑ Yes ❑ No
Driver's license number: _____ ❑ Operator ❑ Commercial (CDL)
State of issue: _____
What is your means of transportation to work? _____

Have you been convicted of a crime in the last 7 years? ❑ Yes ❑ No
If yes, please explain (a conviction will not automatically bar employment): _____
_____
How were you referred to us? _____

Construction Experience

Check areas in which you have experience and state length of time in each.

❑ Carpentry (___ yrs.) ❑ Steel erection (___ yrs.) ❑ Metal buildings (___ yrs.)
❑ Concrete (___ yrs.) ❑ Equipment operation (___ yrs.) ❑ Masonry (___ yrs.)
❑ Drafting (___ yrs.) ❑ Certified welder (___ yrs.) ❑ General labor (___ yrs.)

Employment History

Please provide all employment information for your past four employers starting with the most recent.

May we contact your present employer? ❑ **Yes** ❑ **No** ❑ **N/A**

Employer: _____ Position held: _____
Address: _____ Telephone #: _____
Immediate supervisor and title: _____
Dates employed: from _____ to _____ Salary: _____
Job summary: _____
Reason for leaving: _____

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Other Skills and Qualifications

Summarize any job-related training, skills, licenses, certificates, and/or other qualifications.

_____
_____
_____

Educational History

List school name and location, years completed, course of study, and any degrees earned.

High school: _____
College: _____
Technical Training: _____
Other: _____

References

List 3 reference names, telephone numbers and years known. (Do not include relatives or employers.)

_____
_____
_____

- **PLEASE READ CAREFULLY -**

Application Form Waiver

In exchange for the consideration of my job application by J.B. Gibbons Construction LLC (hereinafter called "the Company"), I agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time to time, or other Company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of J.B. Gibbons Construction LLC, or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by the President of the Company. Both the undersigned and J.B. Gibbons Construction LLC may end the employment relationship at any time, without specified notice or reason. If employed, I understand that the Company may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits.

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. I hereby give the Company permission to contact schools, previous employers (unless otherwise indicated), references, and others, and hereby release the Company from any liability as a result of such contract.

I also understand that (1) the Company has a drug and alcohol policy that provides for pre-employment testing as well as testing after employment; (2) consent to and compliance with such policy is a condition of my employment; and (3) continued employment is based on the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.

I understand that, in connection with the routine processing of your employment application, the Company may request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristics, and mode of living. Upon written request from me, the Company, will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act.

I further understand that my employment with the Company shall be probationary for a period of sixty (60) days, and further that at any time during the probationary period or thereafter, my employment relation with the Company is terminable at will for any reason by either party.

Did you complete this application yourself ❑ Yes ❑ No

If not, who did? _____

Signature of applicant _____ Date: _____

This Company is an equal employment opportunity employer. We adhere to a policy of making employment decisions without regard to race, color, religion, sex, sexual orientation, national origin, citizenship, age or disability. We assure you that your opportunity for employment with this Company depends solely on your qualifications.

Thank you for completing this application form and for your interest in our business.