



Experience Built Into Every Project

Application for Employment

Please Answer All Questions Completely

Name _____ Date ____/____/____
First Middle Last

Have you ever been known by another name or by an alias? yes no

If yes, explain: _____

Mailing Address: _____
city state zip

Permanent Address: _____
(If different) city state zip

Home Phone: () _____ Mobile Phone: () _____

Email Address: _____

Social Security Number: _____ - _____ - _____

Are you currently licensed, without restriction, to drive a motor vehicle? yes no

If yes, provide State and license number: _____

Can you furnish proof that you are at least 18 years of age and eligible to work in the United States?

yes no If no, explain: _____

Have you applied for employment with Hight Construction, LLC before? yes no when? _____

Have you worked for Hight Construction, LLC before? yes no If yes, when? _____

Reason for leaving? _____

How did you first learn about employment with Hight Construction, LLC? _____

Have you ever been convicted of a crime? (Only minor traffic violations should be omitted) yes no

If yes, provide the date, location, and nature of the offense(s) and jurisdiction(s).

Have you served in the military? yes no

If yes: Branch: _____ Rank: _____ Dates of Service ____/____/____

Briefly describe your military duties if any may be relates to position applied for: _____

Present membership in National Guards or Reserves? yes no

Date Available to Start: ____/____/____ Desired Wage: \$ _____ per hour

FOR OFFICE USE ONLY:

Interviewed by: _____

Interview Date: ____/____/____

Starting Wage: \$ _____

Start Date: ____/____/____

Position: _____

Hight Construction, LLC is an equal opportunity employer and will not discriminate against any applicant or employee on any grounds protects under federal, state or local law, including race, color, creed, religion, age, sex, national origin, ancestry, martial status, disability, including disability related to pregnancy or childbirth, membership or activity in an local commission, status regarding public assistance, membership or non-membership in any labor organization, sexual or affectional preference, or any other characteristic protects under federal, state or local law. None of the questions in this application are intended to elicit information regarding any protected characteristics, nor imply any limitation illegal preference or discrimination based upon non-job-related information or protected characteristics. If you are hired by Hight Construction, LLC, you will be employed on an at will basis. As an at-will employee, you may terminate your employment at any time, for any reason, without notice. Similarly, if you are hired, Hight Construction, LLC, will have the right to terminate your employment at any time, for any reason, without prior notice. No Hight Construction, LLC employee supervisor or manager has the authority to offer or promise anything other than at-will employment.

| Type of School | Name and City | Years | Graduate? | Course or Major |
|-----------------|---------------|-------|-----------|-----------------|
| College | | | yes / no | |
| Technical | | | yes / no | |
| High School | | | yes / no | |
| Other (specify) | | | yes / no | |

Work History

List all present and past employment beginning with the most recent.

| | |
|--|--|
| Employer Name _____ | Start Date _____ / _____ / _____ |
| Address _____ | End Date _____ / _____ / _____ |
| Phone () _____ | Starting Wage _____ Starting Wages _____ |
| Supervisor _____ | Ending Wage _____ Ending Wages _____ |
| Describe your duties and responsibilities: _____ | |
| Reason for leaving: _____ | |

| | |
|--|--|
| Employer Name _____ | Start Date _____ / _____ / _____ |
| Address _____ | End Date _____ / _____ / _____ |
| Phone () _____ | Starting Wage _____ Starting Wages _____ |
| Supervisor _____ | Ending Wage _____ Ending Wages _____ |
| Describe your duties and responsibilities: _____ | |
| Reason for leaving: _____ | |

| | |
|--|--|
| Employer Name _____ | Start Date _____ / _____ / _____ |
| Address _____ | End Date _____ / _____ / _____ |
| Phone () _____ | Starting Wage _____ Starting Wages _____ |
| Supervisor _____ | Ending Wage _____ Ending Wages _____ |
| Describe your duties and responsibilities: _____ | |
| Reason for leaving: _____ | |

| | |
|--|--|
| Employer Name _____ | Start Date _____ / _____ / _____ |
| Address _____ | End Date _____ / _____ / _____ |
| Phone () _____ | Starting Wage _____ Starting Wages _____ |
| Supervisor _____ | Ending Wage _____ Ending Wages _____ |
| Describe your duties and responsibilities: _____ | |
| Reason for leaving: _____ | |

May we contact the employers listed above? yes no If no, please explain. _____

Have you ever been discharged by an employer? yes no If yes, please explain. _____

Have you signed any agreements or forms with your previous employers(s) that limits your ability to compete, solicit customers, or use business information? yes no If yes, please provide copy and explain.

List all Periods of Unemployment

From / / To: / / How did you spend this time? _____
 From: / / To: / / How did you spend this time? _____
 From / / To: / / How did you spend this time? _____

References: Give the name of at least three persons not related to you.

| Individual's Name | Phone | Occupation | Years Acquainted |
|-------------------|-------|------------|------------------|
| | | | |
| | | | |
| | | | |
| | | | |

Physical Demands

The job requirements include but are not limited to the tasks listed below.
 Some of the tasks may require repetitive motion for a relatively short period of time.

- Work on your feet in excess of 8 hours per day? yes no
- Lift and/or carry in excess of 50 pounds? yes no
- Lift and/or hold items in excess of 25 pounds overhead for holding, fastening or attaching? yes no
- Work with your hands overhead for holding, fastening or attaching items? yes no
- Work in a kneeling position? yes no
- Can you perform the essential functions of this job with or without reasonable accommodation? yes no

Hight Construction, LLC may require that each employee possess a specified minimum set of tools as a condition of employment. Each individual employee is responsible for having access to these tools each day and the employee is responsible for transporting his/her own tools to each jobsite. Are you willing to purchase such tools, if you do not already have them, and do you have access to a vehicle sufficient to transport tools to and between job sites on a daily basis?

yes no If no, please explain. _____

Are you available for overtime work in the evening and on weekends as may be required? yes no

Do you plan to work for any other employer or engage in self-employment during your period of employment with Hight Construction, LLC? yes no If yes, please explain. _____

Hight Construction, LLC requires that each employee be prepared to accept changes in their job description, duties, work sites and projects, locations of work, and specific assignments, at any time for any reason, with or without notice, cause, or prior warning. Are you prepared to accept these conditions if you are employed? yes no

To Be Read and Signed by Applicant

I understand that this application form is intended for use in evaluating my qualifications for employment. This is not an employment contract. Any and all information included herein is subject to verification by Hight Construction, LLC at any time before and after employment.

I authorize Hight Construction, LLC during the application process or at any time after I am employed to contact and verify my education, previous employment and/or work history, motor vehicle records and personal references.

I understand Hight Construction, LLC has a drug and alcohol testing policy and that at anytime, I may be required to submit the required specimen. I do hereby consent to the drug and/or alcohol test and agree to fully cooperate.

I do hereby agree to forever release Hight Construction, LLC and their associates to the full extent permitted by law from any claims, damages, losses, liabilities, costs, expenses, or any other charge or complaint filed with any agency arising from the lawful retrieving of reporting of information.

I understand that no manager or representative of the company, other than the company president and then only by written contract specifically executed for that purpose, has the authority to enter into any agreement for a specified period of time or to make any representations upon which I should rely on other than the employment relationship if entered into is terminable at the will of either party at any time.

I understand that any offer of employment is contingent upon my submitting necessary proof of identity and legal authorization to work in the United States.

I certify that all statements made on this application are true and complete to the best of my knowledge and without mental reservation. I understand that any misrepresentation or omission of information or facts included herein, may constitute grounds for rejection of employment, or if hired, grounds for immediate termination. I further understand that it is my responsibility to submit a new application in accordance with the company's practices at that time.

In compliance with Federal and State Equal Employment Opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, marital status, veteran status, non-job related disability, or any other protected group status.

Hight Construction, LLC is an Equal Opportunity Employer

Applicant's Signature: _____

Date: _____

Pre-Hire Self Evaluation

Please indicate (x) your personal knowledge and skill level for the job skills listed below using the following guidelines:

Future: I have no experience with this particular skill, but would be interest in training opportunities.

Minimal: I have seen this down or I have helped someone else with this task.

General: I have performed this skill at least five time, and am familiar with related codes and terminology.

Expert: I have mastered this skill. I have successfully bid, completed, and trained others in this area.

Not Interested: I have no interest in learning or performing this task.

Framing

| | | | | | |
|---------------|------------|-------------|-------------|------------|--------------------|
| Stick Frame | () Future | () Minimal | () General | () Expert | () Not Interested |
| Wall Panels | () Future | () Minimal | () General | () Expert | () Not Interested |
| Steel Studs | () Future | () Minimal | () General | () Expert | () Not Interested |
| Windows/Doors | () Future | () Minimal | () General | () Expert | () Not Interested |
| Stairs | () Future | () Minimal | () General | () Expert | () Not Interested |

Millwork

| | | | | | |
|---------------------|------------|-------------|-------------|------------|--------------------|
| Base & Case | () Future | () Minimal | () General | () Expert | () Not Interested |
| Cabinets | () Future | () Minimal | () General | () Expert | () Not Interested |
| Stair Railings | () Future | () Minimal | () General | () Expert | () Not Interested |
| Commercial Hardware | () Future | () Minimal | () General | () Expert | () Not Interested |

Drywall

| | | | | | |
|----------|------------|-------------|-------------|------------|--------------------|
| Hang | () Future | () Minimal | () General | () Expert | () Not Interested |
| Tape | () Future | () Minimal | () General | () Expert | () Not Interested |
| Textures | () Future | () Minimal | () General | () Expert | () Not Interested |
| Boxes | () Future | () Minimal | () General | () Expert | () Not Interested |

Painting

| | | | | | |
|---------------|------------|-------------|-------------|------------|--------------------|
| Roll | () Future | () Minimal | () General | () Expert | () Not Interested |
| Spray | () Future | () Minimal | () General | () Expert | () Not Interested |
| Enamel | () Future | () Minimal | () General | () Expert | () Not Interested |
| Varnish | () Future | () Minimal | () General | () Expert | () Not Interested |
| Faux/Textures | () Future | () Minimal | () General | () Expert | () Not Interested |

Concrete

| | | | | | |
|----------|------------|-------------|-------------|------------|--------------------|
| Footings | () Future | () Minimal | () General | () Expert | () Not Interested |
| Forms | () Future | () Minimal | () General | () Expert | () Not Interested |
| Flatwork | () Future | () Minimal | () General | () Expert | () Not Interested |

Other

| | | | | |
|------------------------|-------------------------|---------------|-------------|---------------------|
| Siding | () Cedar | () Vinyl | () Hardie | () Steel |
| Structural Steel | () Layout | () Connector | () Welding | |
| Roofing | () Shingles | () Shakes | () Steel | () Flat - Membrane |
| Rough Terrain Forklift | () Certified by: _____ | Exp. Date: | _____ | |
| Class A/CDL | () State: _____ | Exp. Date: | _____ | |
| OSHA 10 Hr. | () Certified by: _____ | Exp. Date: | _____ | |
| First Aid/CPR | () Certified by: _____ | Exp. Date: | _____ | |

Signature: _____

Date: _____