



Application For Employment

Dawson Construction, Inc. (DCI) is an EEO employer. We do not discriminate in hiring or employment on the basis of race, color, religion, national origin, ancestry, age, sex, marital status, sexual orientation, mental or physical disability, or any other factor prohibited by law or regulation. If you require assistance to complete this application, testing, or interview process, please contact the Human Resource Department for assistance.

Name: _____ Phone No: _____
Address: _____ Resident Of: _____
(Current) (State)

Position Sought: _____

Employment History (beginning with most recent employer)

Dates/Salary/Supervisor	Employer Name/Address	Position/Duties	Reason for Leaving
Start Date:			
Finish Date:			
Salary: \$			
Supervisor:			
Phone #:			
Start Date:			
Finish Date:			
Salary: \$			
Supervisor:			
Phone #:			
Start Date:			
Finish Date:			
Salary: \$			
Supervisor:			
Phone #:			

Have you previously worked for Dawson Construction? Yes [] No []

If yes, please list position(s) held and projects worked on: _____

Approximate length of employment _____
Superintendent/Supervisor(s) _____

List two personal references who are not relatives or former supervisors:

Name	Company	Occupation	Phone No.	Years Known
1.				
2.				

Education Completed: Thru 8th Grade [] Thru 12th Grade [] College [] Other []

Do you have a current TSA: Transportation Worker Identification Credential (TWIC) card? Yes [] No []

Professional Licenses, Certificates, and/or Registrations: _____

Training/Classes Completed: _____

Skills and/or Hobbies: _____

Anything additional you would like us to know about you: _____

Heavy Construction / Job Requirement Information

The position you are applying for may require frequent and heavy lifting, frequent bending and stooping, walking over rough terrain, climbing and working from ladders, high level scaffolding and/or platforms, as well as, exposure to environmental hazards such as noise, dust or hazardous chemicals.

Do you have the ability to perform the job for which you are applying with or without reasonable accommodations? *If not, please explain below.* Yes [] No []

Answering “Yes” to the following questions Does Not Necessarily bar the applicant from employment.

1. Have you ever been denied a license to operate a motor vehicle or has your license ever been suspended or revoked? Yes [] No []
2. Have you ever been convicted of a felony or have you been released from prison within the last 10 years? *Each case is considered individually. A conviction will not necessarily preclude you from employment; however failure to disclose a conviction can disqualify you from employment.* Yes [] No []
3. Do you currently use, or are you in possession of any controlled substances, including narcotics, amphetamines, or barbiturates, other than those prescribed to you by a physician? Yes [] No []
4. Are you a registered sex offender? Yes [] No []

If you answered yes to any of the above, please explain below:

My signature below authorizes and/or acknowledges the following:

- I hereby authorize Dawson Construction, Inc. to check my driving record, and authorize the state agency to provide the data contained in my driving record.
- I understand that if Dawson Construction, Inc. offers me employment, the company will request a background check consisting of criminal history records, motor vehicle records, and sex offender registry information to be used solely for employment-related purposes. I authorize the full release of this information, without any reservations, throughout the duration of my employment at Dawson Construction, Inc.
- I authorize my present and all former employers to release information contained in my personnel files, in connection with any current application for employment. I willingly, knowingly, and voluntarily agree to hold harmless and agree to waive legal claims against each employer, its officers, agents, directors, or representatives who provide employment information from their files to this prospective employer.
- I am aware that employment with Dawson Construction, Inc. is "at-will," which means that if I am hired, I may quit at any time for any reason (although DCI prefers that you give at least two weeks' notice). Similarly, my employment may end with DCI at anytime for any reason. Any oral or written representations for continued employment are not binding upon DCI, unless made in writing, setting forth a specific time for employment, and signed by an officer of DCI.
- If I am offered employment, I hereby consent to a physical fitness and/or agility test by a licensed physician, and a drug screen test for illegal drugs, prior to the commencement of employment.

My signature below certifies that all statements made on this application are true and correct to the best of my knowledge and I understand that the misrepresentation or omission of facts may later be cause for termination of my employment.

Signature

Date

Completed applications will be kept on file for one (1) year. Incomplete applications will not be considered.



EMPLOYMENT APPLICATION SUPPLEMENT – AFFIRMATIVE ACTION INFORMATION
Completion of this form is voluntary

To comply with Federal Government regulations, please complete this form and submit it with your application. The form is kept separate and confidential, and is used solely in connection with DCI's affirmative action program and efforts. Refusal to complete this form will not subject you to any adverse treatment.

Name: _____
Please Print

Please check all boxes which apply:

- Male Female
- White Black or African American Hispanic or Latino
- Asian American Indian or Alaskan Native
- Native Hawaiian or Pacific Islander Two or more races
- Disabled Non Disabled
- Disabled Veteran Vietnam Era Veteran Other Veteran
- Separated from the service within the last year

How did you learn of this job opening?

(Please check one)

- A friend or relative
- Dawson Construction, Inc. Employee
- Outreach Recruitment Center
- Organization or Group (Please Specify) _____
- Newspaper advertisement (List Newspaper here) _____
- Other (Please Specify) _____

Signature

Date

TO BE COMPLETED BY EMPLOYER

- Position Applied For: Carpenter Laborer Other _____
- Action: Hired Not Hired