

Coonrod & Associates Construction Co., Inc.

AT-WILL EMPLOYMENT APPLICATION

(PLEASE PRINT ALL INFORMATION EXCEPT SIGNATURE)

THIS APPLICATION IS NOT AN EMPLOYMENT CONTRACT but merely is intended to evaluate suitability for employment. It is the policy of the company to provide equal employment to all qualified persons without discrimination on the basis of race, color, religion, national origin or ancestry, sex, age (18+), disability, veteran status, or any other legally protected status under local, state, or federal law. It is also the policy of the company to have the option of conducting pre-employment screening before a job offer is made. **If a job offer is made, employment is contingent upon the successful completion of a medical examination and drug screen.** This application will remain active for 180 days.

PERSONAL INFORMATION

Last Name	First	Middle	Social Security #
Home Phone	Cell Phone	Date of Birth (month/day/year)	
Address	Street	City	State Zip Code

EDUCATION

High School Attended	City, County and State	Did you earn a Diploma? <input type="checkbox"/> YES <input type="checkbox"/> NO	
College or Trade School	City, State	Areas of Study	Degree/Certificate/Diploma

EMPLOYMENT INFORMATION

Position Applied For: <input type="checkbox"/> Laborer <input type="checkbox"/> Carpenter <input type="checkbox"/> Mason <input type="checkbox"/> Mason Tender <input type="checkbox"/> Operator <input type="checkbox"/> Cement Finisher <input type="checkbox"/> Ironworker	Date You Can Start Work:
1) Have you received a description of the job or been made aware of the essential functions of the job you are applying for: <input type="checkbox"/> YES <input type="checkbox"/> NO	
2) Do you understand the job requirements? <input type="checkbox"/> YES <input type="checkbox"/> NO (If no, please explain)	
3) Are you at least 18 years of age and legally eligible for work in the United States? <input type="checkbox"/> YES <input type="checkbox"/> NO	
4) Will you work overtime when necessary? <input type="checkbox"/> YES <input type="checkbox"/> NO	
5) Have you ever been convicted of or pled guilty to a felony or other crime? (If yes, please explain) <input type="checkbox"/> YES <input type="checkbox"/> NO <i>Conviction will not necessarily disqualify you from employment.</i>	
6) Are you a United States Citizen? <input type="checkbox"/> YES <input type="checkbox"/> NO <i>If no, are you lawfully authorized to work in the United States?</i> <input type="checkbox"/> YES <input type="checkbox"/> NO	

(cont'd)

EMPLOYMENT HISTORY

MAY WE CONTACT YOUR PRESENT EMPLOYER? YES NO

Please list below your previous employers beginning with the most recent:

Most Recent Employer	City	State	Zip Code	Phone
-----------------------------	------	-------	----------	-------

Position Held	Dates From/To	Pay Rate Upon Leaving \$	Supervisor
---------------	---------------	-----------------------------	------------

Duties	Reason for Leaving
--------	--------------------

Next Most Recent Employer	City	State	Zip Code	Phone
----------------------------------	------	-------	----------	-------

Position Held	Dates From/To	Pay Rate Upon Leaving \$	Supervisor
---------------	---------------	-----------------------------	------------

Duties	Reason for Leaving
--------	--------------------

Next Most Recent Employer	City	State	Zip Code	Phone
----------------------------------	------	-------	----------	-------

Position Held	Dates From/To	Pay Rate Upon Leaving \$	Supervisor
---------------	---------------	-----------------------------	------------

Duties	Reason for Leaving
--------	--------------------

JOB RELATED SKILLS

Please answer the following questions if the position you are applying for requires driving a motor vehicle:

1. Do you have a valid driver's license? YES NO
(If YES: Driver's License Number) _____ Date of Issue: _____
2. Have you been convicted of or pled guilty to any traffic-related offense within the past five years? YES NO
(Conviction will not necessarily disqualify you from employment.)
3. Have you had your driver's license suspended or revoked or had your driving privileges modified by a court of law? YES NO
(Suspension or revocation will not necessarily disqualify you from employment.)
4. Please list all states from which you hold or have held a driver's license:

Please use this space to list any special skills, professional licenses, designations, certifications, etc. you may have that relate to the position applied for:

APPLICANT'S CERTIFICATION AGREEMENT

1. I authorize the investigation of all statements contained in this application and release from all liability any persons or employers supplying such information, and I also release the company from all liability that might result from making the investigation.
2. I certify that the facts and information set forth in this application are true and complete to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of facts on this application (or on any required documents) will be cause for denial of employment or immediate discipline, up to and including termination of employment, regardless of when or how discovered.
3. I agree, if I am offered and accept a position, to conform to all existing and future Company rules and regulations and I understand that the Company reserves the right to change policies, title, job description, wages, hours and working conditions as deemed necessary. ***I ALSO UNDERSTAND THAT, IF HIRED, MY EMPLOYMENT WILL BE AT-WILL, MEANING THAT EITHER PARTY CAN END THE EMPLOYMENT RELATIONSHIP AT ANY TIME AND FOR ANY OR NO REASON, AND THAT ONLY A WRITTEN AGREEMENT BETWEEN THE PRESIDENT OF THE COMPANY AND ME, SIGNED BY BOTH OF US, CAN ALTER THE AT-WILL EMPLOYMENT RELATIONSHIP.***
4. I understand that any employment offer is contingent upon my providing, within three (3) working days of employment, valid proof of identity and eligibility to work in order to comply with the Immigration Reform and Control Act of 1986.
5. I have read and reviewed the information provided in this application and the above statements. By signing this application for employment I certify that I understand all parts of it and have answered all questions completely and fully.

Signature

Date