

Application for Employment

Equal Employment Opportunity Statement:

Employment decisions will be based on the principles of equal opportunity. All personnel actions (recruiting, hiring, training, promotion, compensation, etc.) are administered without regard to any characteristic protected by state, federal or local law, assuming said characteristic does not interfere with the performance of essential job functions. Reasonable accommodations will be made for disabilities and religious beliefs. Please inform us of any necessary accommodations to the application process.

APPLICATION MUST BE FILLED OUT IN ITS ENTIRITY TO BE ACCEPTED.

Please print.

Applicant Name: First	Middle	Last

Address	City	State	Zip

Telephone Number	Social Security Number
	- -
Other #	

Position(s) Applied For	Date of Application

Salary Expected

How did you learn about L&A Contracting Company?

- Advertisement—Specify: Employment Agency—Specify:
 Employee Referral—Which employee? Other—Specify:

Have you applied for a position with us before? No Yes—Specify date:

Have you ever been employed with us before? No Yes—Specify date and position:

Are you currently employed? No Yes

Are you currently on "lay-off" status and subject to recall? No Yes

On what date would you be available for work?

Are you available to work: Full-time Part-time All shifts Temporary

Can you travel for work if necessary? Yes No

Are you legally permitted to work in the United States? Yes No

NOTE: Proof of eligibility will be required within three working days of employment.

Are you 18 years of age or older? Yes No

Can you pass a pre-employment physical? No Yes
 Are you willing to take drug tests at the Company's request? No Yes
 Have you ever gone by a name other than the one listed above? No Yes—Please list:
 Have you ever been convicted of a Felony? No Yes

EDUCATION

List the last 3 schools attended.

Name of College	Location
<input type="text"/>	<input type="text"/>

Years Completed	Degree/Major	G.P.A.
<input type="text"/>	<input type="text"/>	<input type="text"/>

Diploma obtained? Yes No

Name of College	Location
<input type="text"/>	<input type="text"/>

Years Completed	Degree/Major	G.P.A.
<input type="text"/>	<input type="text"/>	<input type="text"/>

Diploma obtained? Yes No

Name of College	Location
<input type="text"/>	<input type="text"/>

Years Completed	Degree/Major	G.P.A.
<input type="text"/>	<input type="text"/>	<input type="text"/>

Diploma obtained? Yes No

MILITARY SERVICE

Have you ever served in the U.S. military? Yes No

NOTE: If you answered "no" to the above question, please skip the rest of this section.

What was the length of your military service? _____ years, _____ months

What was your rank at time of discharge?

EMPLOYMENT HISTORY

Employer	Supervisor
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Address	Phone
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Position Title and Duties

Starting Date	Ending Date	Starting Pay	Ending Pay
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Why did you leave this job?

May we contact this employer? Yes No Later

Employer	Supervisor
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Address	Phone
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Position Title and Duties

Starting Date	Ending Date	Starting Pay	Ending Pay
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Why did you leave this job?

May we contact this employer? Yes No Later

Employer	Supervisor
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Address	Phone
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Position Title and Duties

Starting Date	Ending Date	Starting Pay	Ending Pay
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Why did you leave this job?

May we contact this employer? Yes No Later

REFERENCES

Name	Phone Number	Years Known

Can you perform all necessary job functions with or without reasonable accommodation?
 Yes No

APPLICANT'S STATEMENT

I certify that the information provided in this application is true, to the best of my knowledge.

I understand that providing false or misleading information at any time during the application and interview process may lead to refusal to hire or discharge from the Company. If I become employed by the Company, I agree to follow all rules and regulations of the Company as they develop and change.

I allow the Company to conduct investigations on me, my background and my performance, and am aware that such investigations will become a part of my employment record. With this, I authorize the Company to speak with my acquaintances, personal and professional, to gather information about me.

I authorize all former employers and references to provide any information about me to the Company, and release them of liabilities and damages of all kinds for providing this information. I authorize the Company to verify the accuracy of the information within this application. I also authorize the release of my educational transcripts to the Company for education verification purposes.

I release L&A Contracting Company from liability for collecting information about me and using it to make employment decisions.

If after the successful completion of physical, drug test, and background check job offer will be provided. Once employed by the Company, I understand that the employment relationship will be "at will," and that the "at will" status may not change at any time unless specifically approved, in writing, by the President or Vice President of the Company.

I agree that if I become indebted to the Company, I will be responsible for repaying the total owed upon termination from the Company. If I do not repay the sum prior to my final paycheck being received, the money owed will be deducted from my pay.

L & A Contracting will utilize a physician/clinic of their choosing to perform a physical evaluation exam to determine if potential employee is capable of performing required duties they may be assigned. I authorize the physician, clinic, laboratory to release any and all test results to L & A Contracting. Workers Compensation Carrier, and other relevant agencies. The results will be reported to the Human Resource Department and all necessary personnel for review and approval for employment. The initial cost of the pre-employment drug screening and physical exam will be paid by L & A Contracting Company, with the understanding that the amount equal to the total cost of the physical examination of One Hundred and Eighty Five Dollars and Zero Cents (\$185.00) will be held out of my payroll check in the amount of Forty Six Dollars and Twenty Five Cents (\$46.25) per pay period for a total of four pay periods. I also agree that if my employment is severed prior to full payment of One Hundred and Eighty Five Dollars and Zero Cents (\$185.00) that I may have the full amount deducted from my last paycheck. I also agree and understand that the amount for the physical testing (\$185.00) will be reimbursed to me upon successful completion of one full year of service with L & A Contracting Company upon my request in writing.

This application for employment is valid for the next 90 days. I understand that if I wish to be considered for employment after this period of time, I must apply again.

No information will be released to any party, other than L & A Contracting, without the written consent of myself. Employment with L & A Contracting is a condition of submitting a negative drug screen. I also understand that I may terminate my employment or be terminated upon noncompliance with the Company Drug or Alcohol Policy.

I agree with the above statement

Printing your name below will count as your digital signature certifying that you have read agree to the terms of possible employment?

Signature of Applicant	Date