



EMPLOYMENT APPLICATION

Please complete the entire application.

EMPLOYER INFORMATION

Employer: Estes Bros. Const., Inc.
Address: 126 Sugar Run Rd.
City/State/ZIP: Jonesville, Virginia 24263
Telephone: 276-346-1227

It is the policy of Estes Bros. Const., Inc. to provide equal employment opportunities to all applicants and employees without regard to any legally protected status such as race, color, religion, gender, national origin, age, disability, or veteran status.

APPLICANT INFORMATION

Applicant Full Name: _____

Home Address: _____

City/State/ZIP: _____

Number of years at this address: _____

Daytime Phone: _____ Evening Phone: _____

Mobile Phone: _____ Date of Birth: _____

Social Security Number: _____

Driver's License (State/Number): _____

EMERGENCY CONTACT

Who should be contacted if you are involved in an emergency?

Contact Name: _____

Relationship to you: _____

Address: _____

City/State/ZIP: _____

Daytime Phone: _____ Evening Phone: _____

JOB POSITION

Applied For: _____

Full Time Part Time

SALARY DESIRED

\$ _____ per _____

REFERRALS

Who referred you to our company? _____

Do you have any friends or relatives who work here?

If yes, please list here:

Have you applied to our company previously? Yes No

If yes, when? _____

Are you at least 18 years old? Yes No

How will you get to work? _____

If applicable, are you available to work overtime? Yes No

If you are offered employment, when would you be available to begin work?

If hired, are you able to submit proof that you are legally eligible for employment in the United States?

Yes No

Have you ever been convicted of a felony or misdemeanor?

Yes No

If yes, I was convicted of _____ on _____ (date) in
_____ (city), _____ (state)

THE EXISTENCE OF A CRIMINAL RECORD DOES NOT CONSTITUTE AN AUTOMATIC BAR TO EMPLOYMENT UNLESS RELEVANT TO THE TYPE OF EMPLOYMENT.

APPLICANT'S SKILLS

List any skills and years of experience that may be useful for the job you are seeking.

Paving/Asphalt Work ____years

Concrete Forming ____years

Concrete Finishing ____years

Utility Work ____years

Other:

_____ years

_____ years

_____ years

APPLICANT EMPLOYEE HISTORY

List your current or most recent employment first. Please list all jobs (including self-employment and military service) that you have held, beginning with the most recent, and list and explain any gaps in employment.

Employer Name: _____

Supervisor Name: _____

Address: _____

City/State/ZIP: _____

Job Duties: _____

Reason for Leaving: _____

Start Date (Month/Year): _____ End Date (Month/Year): _____

Employer Name: _____

Supervisor Name: _____

Address: _____

City/State/ZIP: _____

Job Duties: _____

Reason for Leaving: _____

Start Date (Month/Year): _____ End Date (Month/Year): _____

APPLICANT EMPLOYEE HISTORY CONTINUED (IF NEEDED)

Employer Name: _____

Supervisor Name: _____

Address: _____

City/State/ZIP: _____

Job Duties: _____

Reason for Leaving: _____

Start Date (Month/Year): _____ End Date (Month/Year): _____

Employer Name: _____

Supervisor Name: _____

Address: _____

City/State/ZIP: _____

Job Duties: _____

Reason for Leaving: _____

Start Date (Month/Year): _____ End Date (Month/Year): _____

If you have any gaps in employment please explain below:

APPLICANT'S EDUCATION AND TRAINING

College/University Name and Address

Did you receive a degree?

Yes No

If yes, degree(s) received: _____

High School/GED Name and Address

Did you receive a degree?

Yes No

Other Training (graduate, technical, vocational):

Please indicate any current professional licenses or certifications that you hold:

Awards, Honors, Special Achievements:

Military Service

Yes No

Branch: _____

Specialized Training: _____

REFERENCES

List any two non-relatives who would be willing to provide a reference for you.

Name: _____

Address: _____

City/State/ZIP: _____

Telephone: _____

Relationship: _____

Name: _____

Address: _____

City/State/ZIP: _____

Telephone: _____

Relationship: _____

Please provide any other information that you believe should be considered,
including whether you are bound by any agreement with any current employer:



CERTIFICATION

I certify that the information provided on this application is truthful and accurate. I understand that providing false or misleading information will be the basis for the rejection of my application or, if employment commences, immediate termination.

I authorize Estes Bros. Const., Inc. to contact former employers and educational organizations regarding my employment and education. I authorize my former employers and educational organizations to fully and freely communicate information regarding my previous employment, attendance, and grades. I authorize those persons designated as references to fully and freely communicate information regarding my previous employment and education.

If an employment relationship is created, I understand that unless I am offered a specific written contract of employment signed on behalf of the organization by its President, the employment relationship will be "at-will." In other words, the relationship will be entirely voluntary in nature, and either I or my employer will be able to terminate the employment relationship at any time and without cause. With appropriate notice, I will have the full and complete discretion to end the employment relationship when I choose and for reasons of my choice. Similarly, my employer will have the right. Moreover, no agent, representative, or employee of Estes Bros. Const., Inc., except in a specific written contract of employment signed on behalf of the organization by its President, has the power to alter or vary the voluntary nature of the employment relationship.

I HAVE CAREFULLY READ THE ABOVE CERTIFICATION, AND I UNDERSTAND AND AGREE TO ITS TERMS.

Applicant Signature

Date